

Staff Capacity at Youth Development Providers

The Skillman Youth Development Strategy

If youth engage in high-quality youth development opportunities outside of the school day, they are more likely to graduate from high school prepared for college, work, and life. Skillman's youth development strategy is designed to (1) build the infrastructure for a coordinated youth development system, (2) embed mechanisms to ensure accountability and capacity for quality and scale, and (3) build public will for youth development.

What is the Youth Development Opportunities (YDO) Survey?

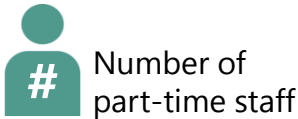
The YDO Survey assesses the landscape of the programs available to youth in the Skillman Good Neighborhoods. The YDO is the third wave of a survey conducted every two years.

Why is staff capacity important?

Staff are the heart of youth development programs – and they are also at the heart of scale and quality in the system. Providers need staff to offer program slots at sufficient scale to meet local need. And training bolsters staff ability to engage in high-quality interactions with youth.

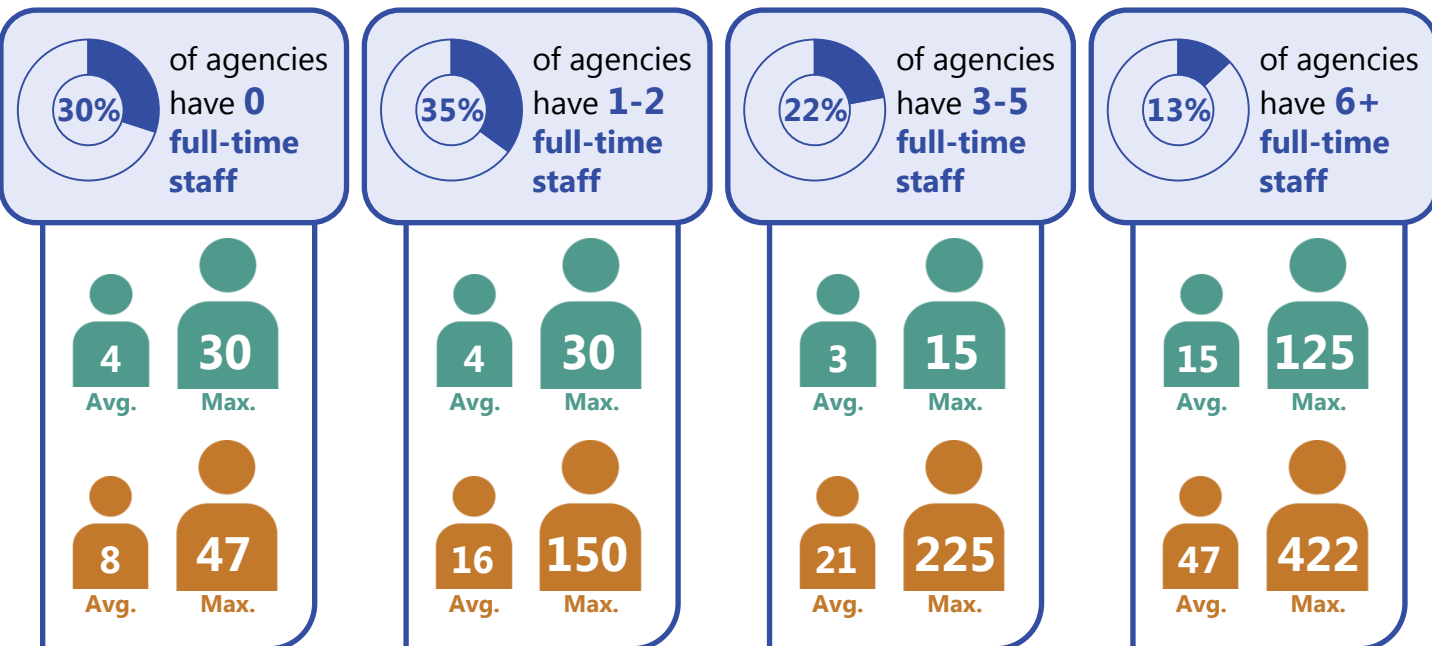
Personpower

**How many full-time youth development staff do agencies have?
How are part-time and volunteer staffing support distributed among agencies with different levels of full-time staff?**



Most providers with small numbers of full-time staff *also* have smaller numbers of part-time staff and volunteers.

Almost 2/3 of providers operate with two or fewer full-time staff; and almost 1/3 operate *only* with part-time staff and volunteers.



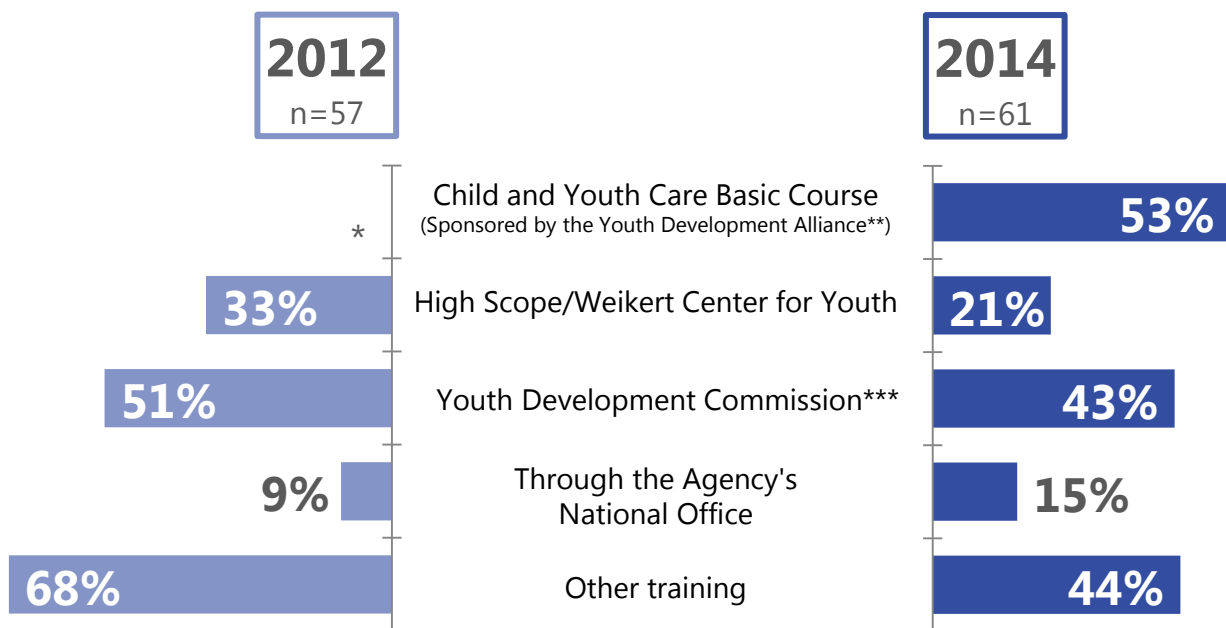
Staff Training

In 2013 the Skillman Foundation funded the Youth Development Alliance (YDA) to partner with the Academy of Competent Youth Workers to offer a new training to frontline youth workers in the Skillman Good Neighborhoods (the Child and Youth Care Basic Course (CYC)). This offering (delivered by the YDA) expanded the professional development opportunities available to those in the field. With the availability of the CYC, we see two changes between 2012 and 2014. First, the percent of providers with *any* staff participating in a training rose by 8%. Second, there is a shift from other types of training to the CYC training: three out of four training types show a declining market share between 2012 and 2014. These two trends suggest that there may be: (1) greater alignment in professional development among providers (helping to create a common language and shared understanding of the components of high-quality youth development); and (2) an overall rise in the professionalism of the youth workforce in the Skillman Good Neighborhoods.

How many agencies have staff with formal youth development training?



Among the agencies with staff participating in formal youth development training, which types of training have staff participated in?



The sum of percentages may exceed 100% because agencies may have youth workers that have participated in more than one type of formal youth development training.

*The training from the Academy of Competent Youth Work/ Youth Development Alliance was not available in 2012.

**The Child and Youth Care Basic Course is a 44-hour training designed by the Academy of Component Youth Work. It is delivered by Youth Development Alliance staff. With funding from the Skillman Foundation, it was offered for free to members of the YDA Neighborhood Learning Networks in 2013 and 2014.

***The number of agencies reporting that staff received Youth Development Commission (YDC) training is most likely an overcount. The YDC has greatly scaled back its training 2013 and 2014, but because the YDC is so well-known for offering trainings, agency managers are likely to believe their staff has participated in a YDC training even when they have not.