Building Staff Capacity to Address Youth Needs: A Multi-Module Professional Development Course

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www.y-tac.org

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The VR Youth Technical Assistance Center (Y-TAC)

Led by the Institute for Educational Leadership's (IEL)

Center for Workforce Development (CWD) in Partnership With:

- Cornell University's K. Lisa Yang and Hock E. Tan Institute on Employment and Disability School of Industrial and Labor Relations (ILR);
- Boston University's School of Education; and,
- Key Subject Matter Experts (SMEs) from across the country.

www.iel.org   202-822-8405

Key Services of Y-TAC

Y-TAC provides training and technical assistance to State VR Agencies and their partners to:

- engage youth with disabilities who are not in special education

- engage youth who are no longer in school and not employed

　　　　-youth in the Juvenile Justice system

　　　　-youth in the Foster Care system

　　　　-youth who are experiencing homelessness

Other Student/Youth Focused Technical Assistance Centers

- The Workforce Innovation Technical Assistance Center (WINTAC)

- The National Technical Assistance Center on Transition (NTACT)

- The National Collaboration on Workforce and Disability (NCWD)

Working with Youth

Philosophical Shifts

- The Vocational Development Gap
- Ethical Considerations
- Family Engagement
- Intergenerational Nuances
- Authenticity
- Self-determination

Operational Shifts

- From IEP to IPE
- Communication Methods
- Business Engagement Strategies
- Fair Labors Standards Act
- Partnerships

What is the YSP/KSA Professional Development Series?
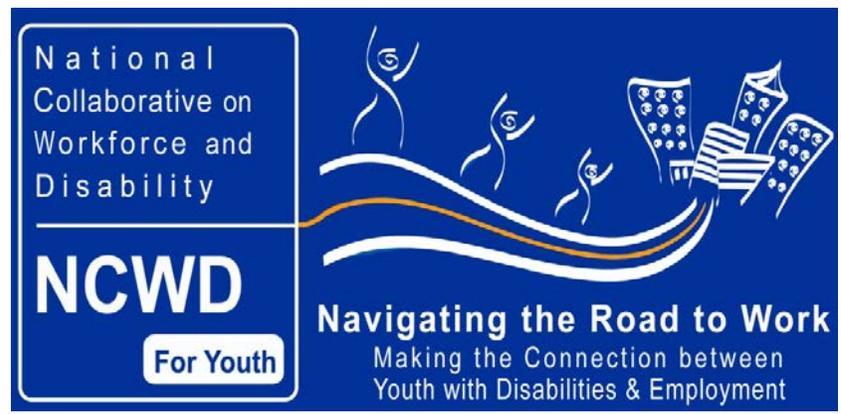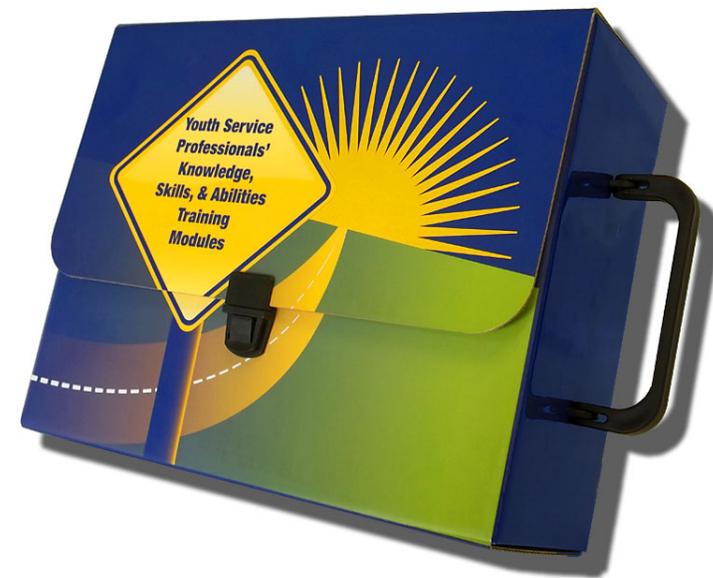
Youth Services Competencies Areas

- Advancing the Youth Services Field
- Communicating Effectively with Youth
- Assessment and Individualized Planning
- Strengthening Relationships with Families and Community
- Career Preparation and Exploration

- Securing Resource and Connecting Across Systems
- Relationships with Businesses
- Quality Program Implementation
- Preparing Youth for the Workforce
- Inclusion and Safety for all Youth

YSP/KSA Training Modules (6 Hours Each)

Module 1: Advancing the Youth-Service Field

Module 2: Communicating Effectively with Youth

Module 3: Assessment and Individualized Planning

Module 4: Strengthening Relationships with Family and Community

Module 5: Career Preparation and Exploration

Module 6: Securing Resources and Connecting Across Systems

Module 7: Relationships with Employers: Beyond the Handshake

Module 8: Quality Program Implementation

**Module 9:** Preparing Youth for the Workforce

KSA Tools and Resources

- KSA Assessment for Youth Service Professionals

- KSA Professional Development Plan

- KSA Assessment for Organizations and Systems

- KSA Info Briefs

- KSA Training Modules

- KSA Online Study Guide

- KSA website: tools, audience-specific pages

Youth Service Professionals' Knowledge, Skills, & Abilities Training Modules
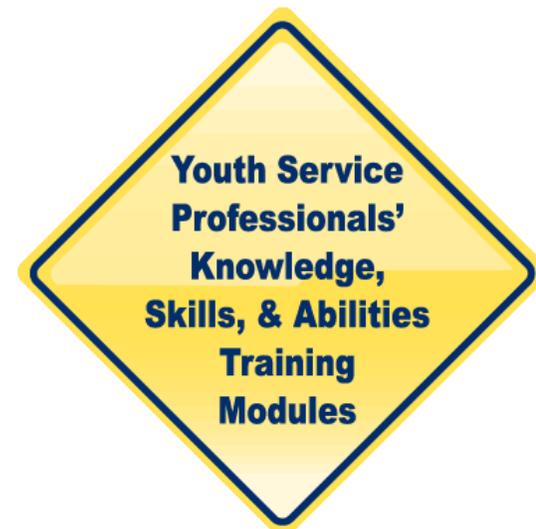
How can I bring this training to my state?

- Contact the Youth Technical Assistance Center (Y-TAC) VRY-TAC@iel.org
- Initiate the **YSP/KSA Training Needs Assessment** process

  -Relevance of the topics

  -Proficiency in the topic areas

  -Priorities for training
- Determine the partners to include in the training sessions
- Create the training schedule (sequence, dates, and site logistics)

The Y-TAC Partnership

- Y-TAC will work with the state VR leadership to determine which modules will be delivered.
- Y-TAC will work with the state VR leadership to "customize" the content to match the specifics of the states.
- Y-TAC will identify trainers that are matched to the topics that the state has identified.
- Y-TAC will facilitate trainer preparation meetings with state VR leadership.
- Y-TAC will initiate the evaluation process and articulate findings to the state VR leadership team.

Evaluation of The YSP/KSA training

What we are evaluating, what it means and why it's important…

1. What is the quality of the TA (training) ?

2. Are the participants using the knowledge and skills learned in the training in their work with youth?

3. What additional professional development assistance do they need?

The Evaluation Process

On-site evaluation completed immediately after each Module is delivered
- Quality of the TA (8 Questions, Likert-scale: 1-5)
- How do you plan to use the knowledge and skills from the TA in your work with youth?
- What additional professional development would you like on this topic?
- Pre-Post Evaluation to measure self-efficacy on training objectives

Follow up survey emailed to participants before the next Modules are delivered
- What knowledge, activities and strategies have been most useful in your work with youth?
- How have you used the specific skills (specific to the module delivered) in your work with youth and what improvement have you seen?
- How did the class materials/activities help improve your work with all youth including traditionally underserved youth in the Foster Care or Juvenile Justice systems and rural communities?

The Evaluation Process: Follow-Up

Phone interviews midway through the delivery of the Modules
- Can you describe whether and how well the professional development matched your needs?
- What specific changes have you made in your work with youth as a result of the TA?
- How did the professional development support your ability to work with high-need or traditionally underserved youth populations?

Phone interviews two months after the last Modules were delivered (general questions with follow up)
- Have you been able to implement the knowledge, skills, and strategies that you learned? Can you describe what you have adopted into your practice from the TA experiences?
- How has the information from the TA impacted your ability to serve your clients? How did the TA support your ability to work with high-need or traditionally underserved youth populations?
- What modules, skills, or strategies have you found most useful?
- Have you experienced any challenges in relation to implementing what you learned in the TA?

YSP/KSA Alaska Story

- Eight modules was the Intensive TA requested
- Delivered all eight modules in three locations (Juneau, Fairbanks and Anchorage)
- What did we evaluate?
  - Onsite evaluations
  - Follow up online surveys
  - Follow up interviews – After four modules; after eight modules
- What did we find?
  - Impact of training
- What did we learn?
  - Audience – relevance, rigor and review
- How did this change our approach to YSP/KSA evaluation?
  - Virginia as an example

YSP/KSA Virginia Blind (DBVI) Story

- Began using a quasi-experimental evaluation process
  - All participants are randomly selected to complete one of two evaluations before the training – one quantitative, one qualitative
  - After the training, participants complete the opposite evaluation they completed before the training – quantitative and qualitative
- Pre/Post – self-efficacy measure
- Pre/Post – open-ended qualitative question
- Module 5 Example
  - Chart of the objectives for Pre/Post and Qualitative question
  - Results of the Pre/Post Quantitative
  - Results of the Pre/post Qualitative
- General evaluation

# Example: Module 5, Career Preparation and Exploration Pre/Post Test – Scale 1-5

How confident are you that you could…
1. Use career coaching, career counseling and motivational interviewing as distinct approaches to engaging youth in career guidance?
2. Develop a career pathway process for youth that includes self-exploration, career exploration and career planning and management?
3. Explore the skills, interests, and education required for specific career pathways with youth?
4. Engage youth in career awareness and exploration activities including virtual job shadows and informational interviews?
5. Research workplace settings and labor market trends alongside youth who are exploring career options?
6. Connect youth to work-based learning opportunities related to their career interests?
7. Engage employers to create work-based learning opportunities for youth such as worksite tours or informational interviews?
8. Assist youth in using technology to assess career interests, explore related occupations, and identify the required education and training?

Module 5 Career Preparation and Exploration: Youth Opening the Door to the World of Work

In the pre- and post-test self-efficacy evaluation on eight training objectives, there was a significant increase in participants' self-efficacy after the training.

Module 5: Career Preparation and Exploration
Self-Efficacy Pretest/Posttest Mean Ratings

Pretest (N=17)	3.26
Posttest (N=15)	4.29
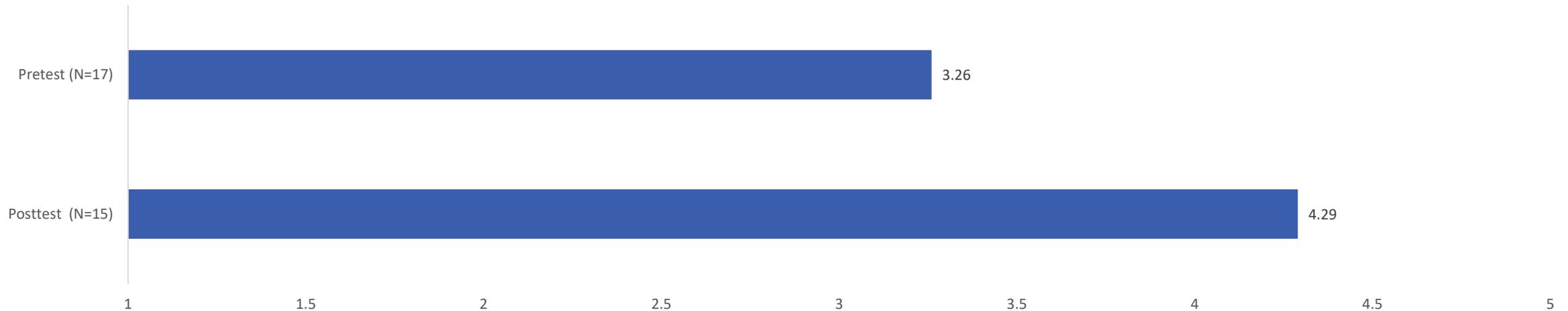
The pre-test mean for Module 5 was 3.26 (95% confidence interval 2.92-3.60). The post-test mean for Module 5 was 4.29 (95% confidence interval 3.99-4.58).

Module 5 (Career Planning and Exploration) Objectives	Pretest Mean	Posttest Mean	Difference
Use career coaching, career counseling and motivational interviewing as distinct approaches to engaging youth in career guidance?	3.47	4.20	+.73
Develop a career pathway process for youth that includes self-exploration, career exploration and career planning and management?	3.12	4.33	+1.21
Explore the skills, interests, and education required for specific career pathways with youth?	3.82	4.53	+.71
Engage youth in career awareness and exploration activities including virtual job shadows and informational interviews?	3.47	4.67	+1.20
Research workplace settings and labor market trends alongside youth who are exploring career options?	3.59	4.13	+.54
Connection youth to work-based learning opportunities related to their career interests?	2.88	4.13	+1.25
Engage employers to create work-based learning opportunities for youth such as worksite tours or informational interviews?	2.59	3.87	+1.28
Assist youth in using technology to assess career interests, explore related occupations, and identify the required education and training?	3.18	4.47	+1.29

CONTACT US

For more information about building staff capacity to serve and support youth, contact us at:

Email: VRY-TAC@iel.org

Website: www.y-tac.org

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