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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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
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?
• 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
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

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

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

Follow Y-TAC on Social Media!
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Learn more about Y-TAC and stay up to date on the latest news and resources in the VR world!
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