The YSP/KSA Training Modules

Youth Service Professionals (YSPs) are adults who work with young people ages 14 – 25 in a variety of settings as they transition to continued education, work, and independent living. YSPs deliver a varied set of opportunities, supports, and services to a diverse population of young people. The Youth Service Professionals’ Knowledge, Skills, and Abilities (YSP/KSAs) capture the knowledge, skills and abilities needed by YSPs. The YSP/KSAs include nine day-long training modules; a set of overarching skills that ensure the safety and inclusion of all youth are woven throughout the modules.

**Advancing the Youth Service Field**
*Module 1*
Applying positive development youth principles and relevant laws, and exploring the role of YSPs as related to confidentiality, ethics, and boundaries.

**Career Preparation and Exploration**
*Module 5*
Assessing youths' career interests, connecting youth to career exploration and work-based learning, applying a career-coaching mindset, and applying labor market trends to coaching.

**Communicating Effectively with Youth**
*Module 2*
Advocating for and recruiting youth in a culturally competent manner, developing trusting relationships, and engaging youth using social media.

**Securing Resources and Connecting Across Systems**
*Module 6*
Building partnerships to connect young people to other organizations and systems, and braiding and blending funds to maximize services for youth.

**Assessment and Individualized Planning**
*Module 3*
Assessing youths' strengths, involving them in planning processes, and engaging key stakeholders.

**Relationships with Employers**
*Module 7*
Understanding employer needs, developing partnerships with employers, supporting employers once youth are employed, and involving employers in career exploration.

**Strengthening Relationships with Family and Community**
*Module 4*
Engaging families to support youth transition, mapping resources to connect youth to community, and preparing young people for civic engagement.

**Quality Program Implementation**
*Module 8*
Understanding effective program design, using data for management and improvement, and fostering youth leadership.

**Preparing Youth for the Workforce**
*Module 9*
Enhancing young people’s employability and self-advocacy skills, preparing youth to find and retain a job, and working with employers to customize employment opportunities.

**Inclusion and Safety for All Youth (Woven Throughout the Nine Modules)**
Applying universal design, trauma-informed practice, youth voice, disability awareness and etiquette, mindfulness of racial bias and intergenerational poverty, and informed choice as a foundation for providing ethical and effective services.

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