



Strengthening Practice in the Field: The YSP/KSA Training Modules

Youth Service Professionals (YSPs) are adults who work with young people aged 12 – 24 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 modules; a set of overarching skills that ensure the safety and inclusion of all youth woven throughout the modules.

Inclusion and Safety of All Youth			
Foundational Skills	Working with Young People	Young People in the Workforce	Supporting Young People
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.	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.	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.	Strengthening Relationships with Family and Community (Module 4) Engaging families to support youth in 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.	Assessment and Individualized Planning (Module 3) Assessing youths' strengths, involving them in planning processes, and engaging key stakeholders.	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 businesses to customize employment opportunities.	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.
		Relationships with Employers: Beyond the Handshake (Module 7) Understanding business needs, developing partnerships with employers, supporting employers once youth are employed, and involving employers in career exploration.	

For more information: VRY-TAC@iel.org