

# INDIANA CORE COMPETENCIES FAQ's

## 1. What are they?

The Indiana Core Competencies are divided into the five general areas of Child/Youth Development, Families and Communities, Program/Service Environment, Program Content/Curriculum and Professionalism.

These five general areas are divided into the following 16 competency areas:

- ***Child/Youth Development***
  - Knowledge of Child/Youth Development
  - Observation/Assessment Methods
  - Individual Differences
  - Guidance Skills
- ***Families and Communities***
  - Respect for Diverse Cultures in Communities
  - Works with Families
- ***Program/Service Environment***
  - Assures a Healthy and Safe Environment
  - Uses Indoor/Outdoor Environments
- ***Program Content/Curriculum***
  - Planning for Interpersonal (Social) and Intrapersonal (Self) Development
  - Planning for Cognitive and Language/Literacy Learning
  - Planning for Physical Learning
  - Planning for Creative Learning
- ***Professionalism***
  - Self-Development
  - Appreciates Children/Youth
  - Ethical and Responsible Employee
  - Professional Development

Each of these 16 competency areas are divided into functional areas with goal statements and criteria for assessment.

## 2. Why are these competencies important?

They provide a framework for:

- Identifying and hiring the most competent, well qualified youth care staff
- Developing more appropriate and effective employee training programs and plans, e.g. in-service training, conference and workshop planning, etc.
- Implementing quality, and age and developmentally appropriate programs and services for children and youth
- Evaluating the performance of child and youth care practitioner

They also provide:

- A common language to validate and unify the field of youth work
- An opportunity for the field of child and youth work to be viewed by those outside the field as a valuable profession

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## 3. How do I use them?

The Indiana Core Competencies can be used to:

- Develop job descriptions that clearly define practice expectations for youth care staff
- Develop interview questions to assist you in better identifying competent, well-qualified staff for hire within your organization
- Develop more appropriate and effective performance expectations and evaluations that assist staff in understanding what their job is and how to do it better
- Develop more targeted training programs and plans specific to the work staff is being asked to do

## 4. Where can I access training, information and tools related to the Indiana Core Competencies?

- **Indiana Youth Institute (IYI)**
  - IYI has committed to aligning its training and conference workshops with the Indiana Core Competencies
- **Higher Education**
  - Work is being done to encourage and support the offering of additional coursework related to the core competencies at Ivy Tech and colleges and universities across the state of Indiana
- **National Youth Development Information Center**
  - [www.nydic.org](http://www.nydic.org) provides access to training modules that are grounded in the core competencies for youth work
- The following websites also have information related to quality, competency-based youth work.
  - <http://www.acycp.org/>
  - <http://www.cyc-net.org/opening.html>
  - <http://careerswithyouth.org>