

YOUTHPRO QUARTERLY

Indiana YouthPRO Association, Inc.

April 2009

Volume 2, Issue 1

MOVING TOWARDS A NATIONAL CREDENTIAL

The National AfterSchool Association is developing plans for a national credential. Over 15 states now support a school-age credential. Only a few states include youth development workers in their credentialing process. Indiana is one of the leaders in the country with the Indiana Youth Development Credential that includes youth development workers.

At the April 4-6, 2009 National AfterSchool Association Convention in New Orleans, Judy Nee, NAA president, and Ellen Gannett, National Institute on Out-of-School Time, convened leaders from several states to discuss the possibility of offering a National Credential. Those in attendance agreed that a national credential would be beneficial to the school-age and youth development profession.

The work plan for the next two-three months is threefold: 1) consensus from all current credentialing states on a common set of competencies, 2) adoption by NAA of the set of common competencies, 3) approval by NAA on state/local credentialing models and their application process.

For states without a credentialing process, the NAA Board of Directors will examine equivalencies and assessments that are offered through higher education institutions and training institutions.

As a member of Indiana YouthPRO you are automatically a member of the National Afterschool Association. Indiana YouthPRO continues to examine paths to achieving the credential. At the same time, the credentialing committee will examine sets of competencies from other states and determine changes that are acceptable to its application process.

Save The Date!

Paul Munger Conference for Youth-Serving Professionals: ***Conversations at the Edges: Working together for youth***

June 22 -25, 2009 (CORRECTED DATE!)

Indiana University
Bloomington, IN

Registration is \$125 before June 6. For more information, visit <http://munger.indiana.edu/>

In This Issue

Member Spotlight	2
Youth Worker Cafes	3
Youth Development Peer Network	4
Youth Work in Indiana	5
Every Child Matters Statistics	6
Next Gen Leadership Coalition	7
Announcements	8

YouthPRO Member Highlight: Each newsletter will contain a brief highlight of a YouthPRO member agency or individual. If you have a new program, initiative, or staff that you would like to highlight or if you would like to see an overview of your agency, please contact us at Info@indianayouthpro.org subject line "Member Highlight Article".

Indiana Youth Worker Highlight:

Kirsten Eamon-Shine

Marion County Commission on Youth, Inc.

by Courtney Stepp



Meet Kirsten Eamon-Shine, Community Initiatives Coordinator for the Marion County Commission on Youth (MCCOY). MCCOY's staff works directly with those who help young people develop- that's anyone who impacts youth in a positive way. MCCOY provides information, opportunities for networking, and a lot of training resources.

1. What do you do at MCCOY?

I am the Community Initiatives Coordinator. I think my title is intentionally vague so that as our priorities shift we can use my skills to fulfill needs.

2. What are some of your current efforts?

One current effort is the Ready by 21 Quality Counts initiative (which supports organizations in assessing quality from a point of service perspective. We provide tools and methods to determine what high quality service looks like in practice in youth development. The focus continues on outcomes, but there's a general point of service quality which can continue to create status and value for youth workers.

3. What's an average day like for you?

Well it's never the same. I might be involved in some sort of training or facilitating of the youth work Quality Counts initiative. I conduct external assessments. I go in and watch for a couple of hours and then use our tools to assess where organizations are. I have a lot of meetings internally and externally where I provide support for other organizations. I write and facilitate the MCCOY blog where front line staff blog and include personal perspectives on issues related to youth. I also manage Allied for Youth social networking site.

4. What was your academic pathway?

My degree is in political science and history from Indiana University-Bloomington. I took year off before applying to law school and was an Americorps member. I learned that I love translating the theories about how young people grow, develop and learn into plain language for people. I took a full time job at IUPUI where I was able to develop bi-literacy and math tutoring programs. I discovered more and more

about how I love figuring out what makes a high-quality program. I came to see training as tool of empowerment itself. I'm glad that opportunities like this position exist for people like me who are theory thinkers and interested in practical application and support those who work with young people every day.

5. How did you become involved with the Next Gen Youth Work Coalition Leadership Council?

I attended a meeting for Quality Counts site leaders. I met Deb Craig (Forum for Youth Investment) who leads the Next Gen Youth Work Coalition. I have a commitment to the youth work community as a professional field. I have a passion for trying to support and sustain those youth workers. Deb invited me to be a part of Next Gen's upcoming work.

6. How do you hope to integrate that national perspective into your work in Indiana?

I've known about the Next Gen work since I've been at MCCOY. It really helped to inform my perspective in training. I've already integrated some of their best practices and key questions into my work over the last few years. I'm excited about how things are transforming even within the coalition. They are focusing on really making the case for a strong investment in the youth development professional field. They are making that case not only to funders, but also to people in corporations, government, school districts – and really saying to them **there's high degree of value in the youth development field and it does a lot of things for young people that help them succeed in school, in life, in general.** So the Next Gen work dovetails with the work I'm doing with Quality Counts. The fourth step in that process is focused on recruiting, training, and retaining youth workers. I'm excited to be a part of shaping it at the national level and see how it plays out in the local/community level.

INDIANA YOUTH INSTITUTE SPONSORED

Youth Worker Cafes

April Showers, bring May flowers and a chance for you to connect with other Youth Workers in your region. Below is a list of upcoming Youth Worker Cafes planned. If you would like to host or find out more information about the Youth Worker Cafés, please contact the IYI Regional Rep in your area.

Northwest Region

Contact: Stephen Gill, sgill@iyi.org

Online: www.iyi.org/community-connection/field-staff-nw.aspx

Upcoming Cafes:

April 23, 2009: South Bend, IN

Northeast Region

Contact: Juanita Mejia-Goodwell, jgoodwell@iyi.org

Online: <http://www.iyi.org/community-connection/field-staff-ne.aspx>

Upcoming Cafes: Contact Juanita

Central Region

Contact: Dennis Tooley, dtooley@iyi.org

Online: <http://www.iyi.org/community-connection/field-staff-central.aspx>

Upcoming Cafes:

July 16: Marion County
April 23, July 23: Clinton County
April 30, July 30: Howard County

Southeast Region

Contact: Linda Henderson, lhenderson@iyi.org

Online: <http://www.iyi.org/community-connection/field-staff-se.aspx>

Upcoming Cafes:

April 23: Jackson County
April 25: Ripley County
April 27: Washington County
April 28: Franklin County
May 5: Ripley County
May 11: Brown County

Southwest Region

Contact: Joe Shrode, jshrode@iyi.org

Online: <http://www.iyi.org/community-connection/field-staff-sw.aspx>

Upcoming Cafes: Contact Joe



MEET THE SAN FRANCISCO BAY AREA YOUTH DEVELOPMENT PEER NETWORK

As we begin to grow Indiana YouthPRO we can learn from other associations of youth workers around the country. Youth Development Peer Network (YDPN) is a professional network of youth workers in the San Francisco Bay Area grounded in the three underlying values:

INNOVATION

With a focus on youth worker voices, the YDPN strives to support and enhance existing opportunities for collaboration and leadership development. Rather than recreate the proverbial wheel, we seek to creatively engage and build upon the expertise and experience of the youth worker community.

CONNECTEDNESS

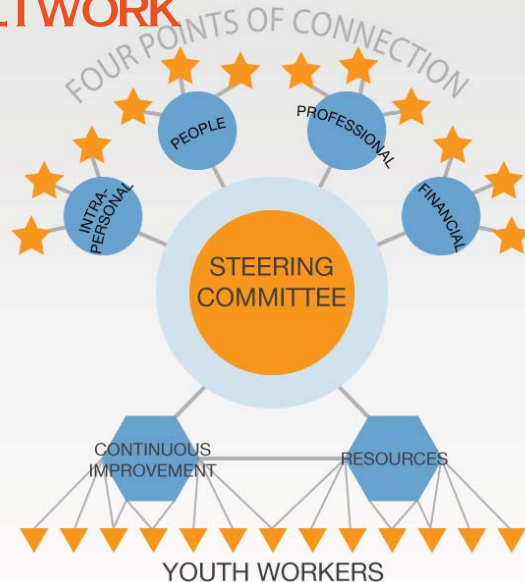
By listening to the voices, skills and experiences of youth workers, YDPN aspires to build meaningful and sustainable relationships among youth workers, organizations and funders. We utilize the lessons learned from and shared by youth workers to reflect upon, celebrate and continually hone our work and our selves as a community within many communities.

INTENTIONALITY

Perhaps the most essential underpinning of our work, YDPN is committed to approaching any process, relationship and outcome with intentionality. How we connect with ideas, people and strategies and what we learn from these experiences are all vital to ensuring that our work is carried out with integrity and consistency.

Indiana YouthPro is dedicated to advancing the professional practice of youth work in Indiana.

What can we learn from our colleagues that would help us promote the professional practice of youth work?



Four Points of Connection
Learn more at www.ydpn.org

Interpersonal Connections

Youth workers are highly committed to the field even though economic reasons force them to move from job to job. This commitment needs to be capitalized on in order to sustain long-term relationships with youth, families, and communities. Defining and clarifying the values youth workers hold helps them make values-based decisions. Additionally, although youth workers are highly committed to empowering youth, families, and communities, many times it is done at the detriment of their own healing and self-care. Efforts need to exist that foster healing, rejuvenation, self-care, and advocacy skill development.

People Connections

Youth workers have a responsibility to educate and inform others about the importance and impact of our work. Educating others is the first step in receiving societal recognition for our work as well as showcasing the high levels of satisfaction youth workers derive from their work.

Professional Connections

Youth workers need a large number of skills in order to do their jobs effectively. It is imperative that universities, colleges, training intermediaries, and employers work together with frontline staff to tackle the issue of creating a coordinated network of support that capitalizes on the organic nature of skill development while also moving from the field of youth development to the profession of youth development.

Financial Connections

Financial literacy and empowerment are key to both increasing the sustainability of youth development as well as ensuring youth worker self sufficiency. The direct result of financially literate and empowered youth workers is increased retention, improved recruitment, increased rewards, and expanded career paths.

TELL US ABOUT PROFESSIONAL DEVELOPMENT IN INDIANA

In order to better meet the needs of Hoosier Youth Workers, the Journey with the help of the Recreation Development Network are mapping the formal and informal professional development opportunities in the State of Indiana.

Here is a link to a survey that will help us be sure to get the opportunities that are available in your part of the state.

Please take a few minutes to complete the survey. Do it now - it is important to have your input. Look for results of the survey in the next newsletter.

To complete the survey,
copy and paste this URL in your
web browser.

Your input is IMPORTANT!!

http://www.surveymonkey.com/s.aspx?sm=vFR9VZwmBVpp1LMcEe8uyA_3d_3d

THANKS!

THE STATE OF INDIANA YOUTH WORKERS RESULTS FROM THE IYI YOUTH WORKER STUDY, DECEMBER 2008

- 65% of all direct service Youth Workers have a college degree
- 76% of all administrators have a college degree
- 54% of the Youth Worker positions require a minimum of a college degree
- 51% of all Youth Workers reported that their organization did not provide professional development assistance
- \$39,450 Average salary of all Youth Workers completing the survey including direct service and administrators
- \$14,294 Female administrators earn this much less than their male counterparts
- \$2,563 Female direct service Youth Workers earn this much less than their male counterparts (exception being female Youth Workers with 11-20 and 31+ years of service where females actually earn more)
- Factors that might make the Youth Workers leave the field of Youth Work: retirement, better paying job opportunities and desire for new opportunities in other fields
- Respondents reported three primary reasons for engaging in youth work: 1) commitment and enjoyment working with youth; 2) ability to “make a difference” in the lives of youth; and 3) satisfaction doing important work in building youth skills



EVERY CHILD MATTERS

In these economic times it is more important than ever that we don't let the needs of young people worsen. Share these statistics with your colleagues and board members – and let your ideas be known to statehouse or other public leaders.

Watch the Homeland Security video and stay up on developments through the Every Child Matters web site: <http://everychildmatters.org>

Where Indiana Ranks on Various Measures of Child Well-Being

State Ranking	Measure	% Higher Compared to the Best State
<i>Deaths of infants per 1,000 live births</i> #37	8.0 (700 Total)	77.8%
<i>Deaths per 100,000 Children Aged 1-14</i> #32	24 (293 Total)	118.2%
<i>Deaths per 100,000 Teens Aged 15-19</i> #28	68 (303 Total)	70.0%
<i>Births to Teen Mothers (15-19) per 1,000 Teen Girls</i> #33	44 (9,478 Total)	144.4%
<i>Births to Women Receiving Late or No Prenatal Care</i> #28	4.00%	166.7%
<i>Children Living in Poverty</i> #30	18% (277,000)	80.0%
<i>Uninsured Children</i> #16	7.8% (123,000)	84.0%
<i>Juvenile Incarceration Rate (per 100,000)</i> #47	415.4 (3,045 Total)	473.7%
<i>Child Abuse Fatalities per 100,000 Children</i> #27	1.81 (29 Total)	402.8%
<i>Per Capita Child Welfare Expenditures</i> #49	\$24.82	13.8%
<i>Child Vulnerability Index</i> #35		

INDIANA YOUTHPRO MEMBERS JOIN NEXTGEN YOUTH WORK COALITION LEADERSHIP COUNCIL

Two Indiana YouthPRO members have joined the NextGeneration Youth Work Coalition Leadership Council: Janet Wakefield (The Journey) and Kristin Eamon-Shine (MCCOY, Inc.). Read ahead to learn about the work this Coalition is doing on a national scale.

Visit www.nextgencoalition.org for more information. To receive the bulletin or become a member contact: Nicole Yohalem – nicole@forumfyi.org or Pam Garza – pgarza@fourhcouncil.ed.

The Next Generation Youth Work Coalition brings together individuals and organizations dedicated to developing a strong, diverse after-school and youth development workforce that is stable, prepared, supported and committed to the well-being and empowerment of children and youth. We believe that this entails progress in at least five key areas: standards and competencies; professional development and training resources; learning delivery systems; career ladders and compensation guidelines; and research and evaluation systems. The primary role the Coalition is to inform and support ongoing discussions about the public policy, institutional, organizational and individual changes needed to create a stable, prepared, supported workforce. The Next Gen Coalition is supported by Cornerstones for Kids, the David and Lucile Packard Foundation and the Lilly Endowment.

The primary role of Next Gen is to inform and support ongoing discussions about the public policy, institutional, organizational and individual changes needed to create a stable, prepared, supported workforce. Current work and projects include:

- **Stronger Staff, Stronger Youth**

This project aims to develop a succinct case statement based on research and experience that articulates the importance of investing in youth workers. Business leaders and other stakeholders will be involved in the development and tailoring of the case statement in order to ensure it can be utilized effectively by different stakeholders to communicate key messages about the importance of a quality after-school and youth development workforce.

- **Youth Work and Higher Education**

A growing number of community colleges and universities now offer certificate and degree programs for youth workers. Next Gen is sponsoring a scan of such opportunities in the states of California, Illinois, Minnesota, Missouri, New York and Pennsylvania.

- **Career Pathways**

With leadership from the National Institute of Out of School Time, Next Gen is supporting a pilot effort to expand the T.E.A.C.H. Early Childhood model, which combines higher education with financial incentives, to reach those working in school-age or teen programs. Missouri, Pennsylvania, and Palm Beach County, Florida, have each designed a pilot and are in the process of recruiting youth workers into their programs.

Youth Work Workforce Goals

STABLE:

Reduce turnover by improving recruitment, increasing rewards, expanding career paths.

PREPARED:

Increase preparation by providing multiple professional development opportunities and delivery systems.

SUPPORTED:

Increase job satisfaction and performance by addressing needs for recognition, supervision and work/life balance.

COMMITTED:

Increase youth benefits by making the values, principles and goals of youth work clear and rewarding those who demonstrate them regularly in practice.

WELCOME TO THE NEWEST INDIANA YOUTHPRO MEMBERS



Kim Bruno
 Tiffany Buckingham
 Cyndi Canada
 Elizabeth Crist Darby
 George Edwards
 Kristin Flaugh
 Denise Gawrys
 Jennifer Hammons
 Karla Henderson
 Ashley Holloway
 Shavonne Holton
 Ben Johnson
 Dre Knox
 Cindy Larsen

Nora Larso
 Geraldine Lawrence
 Susan Long
 Jacqueline Mize
 Charlotte Pedraza
 Wendy Perry
 Linda Prell
 Cindy Pruitt
 Jennifer Sewell
 Shannon Sherman
 Valeska Simmonds
 Jaime Smith
 Joe Thayer
 Michelle Webster-Shorter

ANNOUNCEMENTS

WANTED: Youth Workers Interested in Growing the Field of Youth Work

Invite your colleagues to join this growing professional association. Follow this link to obtain membership information: <http://www.indianayouthpro.org/> Remember that joining Indiana YouthPRO also makes you a member of the National Afterschool Association. Through NAA you can gain access to a number of other benefits including:

- a. Discounts on insurance packages including car, health, and personal liability
- b. Discounts from S&S worldwide
- c. Reduced conference rates at NAA

We are also looking for new board members for Indiana YouthPRO. Become a leader in growing and developing the field of youth work – your input and involvement can make a difference for you personally and professionally. If you are interested in joining the board, write info@indianayouthpro.org

NEW WEBSITE FOR YOUTH PROGRAM PROVIDERS

Check out Indiana Afterschool Network's (IAN) new website for youth program providers at www.indianaafterschool.org You will find a database of providers (please join and enter your information!), along with funding, training, networking, best practice and other resources.

For information on the IAN Northern Region Summit (May 15 at IU South Bend) or the Afterschool Coalition of Indianapolis meeting (May 12, 10:30 am), contact Debbie Zipes at 317-920-0181 or dlzipes@earthlink.net.

SIGN UP FOR A FREE PRESCRIPTION DRUG DISCOUNT CARD

Get The Medicine (GTM) is making this free prescription drug discount card available to individuals and families. Savings are also available on medications for your pets. The card offers an average savings of 20 percent and on certain drugs the savings can be up to 50 percent.

Even though discounts on over-the-counter (OTC) medicines are not available through this program, several diabetes supplies are included, such as test strips, alcohol swabs and lancets. The card is accepted by more than 59,000 participating retail pharmacies nationwide.

For more info, visit <http://www2.caremark.com/gtmoutreach/index.htm>.