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Five Areas of Youth Development with Related Outcomes and Activities

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Area Name	Intended Youth Outcomes	Suggested Activities
Working	<ul style="list-style-type: none"> • Meaningful engagement in own career development process • Demonstrated skill in work readiness • Awareness of options for future employment, careers, and/or professional development • Completion of educational requirements and/or involvement in training that culminates in a specific vocation or opportunity for career advancement • Established involvement in meaningful work that offers advancement, satisfaction, and self-sufficiency • Positive attitude about one's ability and future in working in a particular industry or the opportunities to grow into another 	<ul style="list-style-type: none"> • Career exploration activities including career interest assessment, job shadowing, job/ career fairs, and workplace visits/ tours • Internships • Work experience including summer employment • Information on entrepreneurship • Networking activities • Mock interviews • Work readiness workshops • Visits from representatives of specific industries to speak to youth participants about the employment opportunities and details of working within their industry • Mock job search including web-based job searching, newspaper, "cold-calling," resume writing, cover letter and thank you letter writing • Visit to education and/or training programs • Career goal setting and planning • Job coaching or mentoring • Learning activities using computers and other current workplace technology

<p>Learning</p>	<ul style="list-style-type: none"> • Basic aptitude in math and reading • Rational problem solving • Ability to think critically toward a positive outcome • Logical reasoning based on personal knowledge • Ability to determine one’s own skills and areas of academic weakness or need for further education and training • Sense of creativity • Appreciation and the foundation for lifelong learning, including a desire for further training and education, the knowledge of needed resources for said training, and willingness for further planning 	<ul style="list-style-type: none"> • Initial and ongoing skills assessment, formal and informal • Initial and ongoing career/vocational assessment, formal and informal • Identification of one’s learning styles, strengths, and challenges • Creation of a personal development plan • Contextualized learning activities such as service-learning projects in which youth apply academic skills to community needs • Monitoring of and accountability for own grades and creation of a continuous improvement plan based on grades and goals • Showcase of work that highlights a youth’s learning experience—an essay, painting, algebra exam, etc. • Development of a formal learning plan that includes long and short term goals and action steps • Group problem-solving activities • Preparation classes for GED, ACT, SAT, etc. • Peer tutoring activities that enhance the skills of the tutor and the student
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<p>Thriving</p>	<ul style="list-style-type: none"> • Understanding of growth and development as both an objective and a personal indicator of physical and emotional maturation • Knowledge and practice of good nutrition and hygiene • Developmentally appropriate exercise (will vary depending on a youth’s age, maturity, and range of physical abilities) • Ability to identify situations of safety and uphold those standards in daily life • Ability to independently assess situations and environments • Capacity to identify and avoid risky conditions and activities at all costs • Ability to learn from adverse situations and avoid them in the future • Confidence and sense of self-worth in relation to their own physical and mental status 	<ul style="list-style-type: none"> • Workshops on benefits and consequences of various health, hygiene, and human development issues, including physical, sexual, and emotional development • Role playing adverse situations and how to resolve them • Personal and peer counseling • Training in conflict management and resolution concerning family, peer, and workplace relationships • Community mapping to create a directory of resources related to physical and mental health • Meal planning and preparation activities • Social activities that offer opportunities to practice skills in communication, negotiation, and personal presentation • Sports and recreational activities • Training in life skills
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<p>Connecting</p>	<ul style="list-style-type: none"> • Quality relationships with adults and peers • Interpersonal skills such as ability to build trust, handle conflict, value differences, listen actively, and communicate effectively • Sense of belonging and membership, i.e., valuing and being valued by others, being a part of a group or greater whole • Ability to empathize with others • Sense of one’s own identity apart from and in relation to others • Knowledge of and ability to seek out resources in the community • Ability to network to develop personal and professional relationships <p>Youth Leadership program specific:</p> <ul style="list-style-type: none"> • Ability to communicate to get a point across • Ability to influence others • Ability to motivate others • Ability to seek out role models who have been leaders • Ability to be a role model for others 	<ul style="list-style-type: none"> • Mentoring activities that connect youth to adult mentors • Tutoring activities that engage youth as tutors or in being tutored • Research activities identifying resources in the community to allow youth to practice conversation and investigation skills • Letter writing to friends, family members, and pen pals • Job and trade fairs to begin building a network of contacts in their career field of interest • Role plays of interview and other workplace scenarios • Positive peer and group activities that build camaraderie, teamwork, and belonging • Cultural activities that promote understanding and tolerance <p>Youth Leadership program specific:</p> <ul style="list-style-type: none"> • Workshops in public speaking • Research on historical or current leaders • Contact with local leaders • Strategic planning to change something in the community or within the youth program
<p>Leading</p>	<ul style="list-style-type: none"> • Ability to articulate their personal values 	<ul style="list-style-type: none"> • Personal plan development with goals, action steps, and deadlines

- Awareness of how their personal actions impact the larger communities
- Ability to engage in the community in a positive manner
- Respect and caring for oneself and others
- Sense of responsibility to self and others
- Integrity
- Awareness of cultural differences among peers and the larger community
- High expectations for self and community
- Sense of purpose in goals and activities
- Ability to follow the lead of others when appropriate

Youth Leadership program specific:

- Ability to motivate others
- Ability to share power and distribute tasks
- Ability to work with a team
- Ability to resolve conflicts
- Ability to create and communicate a vision
- Ability to manage change and value continuous improvement

- Resource mapping activities in which youth take the lead in planning and carrying out a search of community resources for youth
- Voter registration and voting in local, state, and federal elections
- Participation in town hall meetings
- Community volunteerism such as organizing a park clean-up or building a playground
- Participation in a debate on a local social issue
- Training to be a peer mediator
- Participation in a letter-writing campaign
- Opportunities to meet with local and state officials and legislators
- Participation in a youth advisory committee of the city/school board/training center
- Learning activities or courses about leadership principles and styles
- Group activities that promote collaboration and team work
- Mentoring relationships with positive role models
- Opportunities to serve in leadership roles such as club officer, board member, team captain, coach

		Youth Leadership program specific: <ul style="list-style-type: none">• Mediation/ conflict resolution training• Training in team dynamics• Training in project management
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Youth Development and Leadership

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NCWD/Youth

c/o Institute for Educational Leadership
4301 Connecticut Avenue, NW, Suite 100

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Washington, DC 20008-2304

Telephone: 877-871-0744(Toll Free)

TTY: 877-871-0665(Toll Free)

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