FHI 360’s Youth Development Practitioner Apprenticeship

INCREASING ACCESS, EQUITY, AND PROFESSIONAL DEVELOPMENT TO THE YOUTH DEVELOPMENT FIELD THROUGH REGISTERED APPRENTICESHIP

AUGUST 2021
YOUTH DEVELOPMENT PRACTITIONER APPRENTICESHIP (YDPA)

YDPA is a registered apprenticeship with the U.S. Department of Labor (DOL). Much like traditional skills trades, the apprenticeship program is designed to instill essential job readiness skillsets and build core competencies related to becoming an effective practitioner in a variety of youth facing positions.

In 2020, FHI 360’s National Institute for Work and Learning (NIWL), a leading international intermediary in education, workforce, reentry and research/evaluation, designed an innovative YDPA program that enhances, standardizes, and formalizes the field of youth development. The apprenticeship program features innovative e-modules to facilitate learning, a portable nationally recognized Youth Development Practitioner credential, and on-the-job mentorship that will deliver an inclusive pipeline of talent and foster retention for your organization.¹

ELIGIBILITY:

Traditional Apprentice:
People interested in learning the youth development field who are supported by an employer/sponsor.
Estimated Program Completion: 18-months to two-years

Incumbent Workers:
Current employees seeking professional development in the field of youth development who can receive a signed endorsement from a supervisor verifying previous on-the-job learning hours.
Estimated Program Completion: 6 months

APPRENTICESHIP COMMITMENT

350 Hours
Related Training Instruction

3000-4000 Hours
On-the-Job Learning

What apprentices learn: The 350 hours of related training instruction are broken down into 9 modules.

1. Positive Youth Development Principles & Relationships
2. Coaching, Planning & Support
3. Group Facilitation
4. Pathways
5. Career Case Management
6. Leveraging Technology
7. Understanding How Youth Organizations Work
8. Professional Development
9. Self-Care

Each module incorporates approaches and strategies for diverse learners and includes individual learning playlists, group workshops, checks for understanding, cornerstone performance tasks, and an apprenticeship quest (special project). Activities and training delivery can be customized for each apprentice and sponsor organization.²

¹ Figure 1: New America. “Why Should Employers Invest in Youth Apprenticeship”

² All course materials are available online and are published under a Creative Commons-Attribution Non-Commercial Use license. Course instructors (FHI 360 or employers) may copy and adapt materials if attribution is given and the resulting YDPA course continues to meet the requirements of the registered YDPA program.
Apprenticeship is beneficial to workers and businesses.  

According to a report by the Skills Funding Agency, 80% of companies who invest in apprentices report an increase in overall employee retention. This is a direct result of high apprenticeship retention rates.

Apprentices have overall been shown to be more driven, loyal, value the structured progression, and have a boosted sense of confidence.

FHI 360’s team of experts will partner with your organization to support the apprenticeship program

Employers/sponsor organizations will support apprentices in gaining mastery of the concepts through hands-on experience, mentorship, and supportive services. FHI 360 will provide support to apprentices and sponsoring organizations as follows:

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For more detailed information on how to implement this apprenticeship, please contact David Williams at DAWilliams@fhi360.org or NIWL@fhi360.org.