

SKILL DEVELOPMENT

Skill Development occurs in purposeful activities and opportunities that promote or result in building skills, mastery, resiliency, and core competencies.

Skill Development occurs while youth are preparing for a specific project, developing chapter goals, or participating in general activities. In order to ensure that skill development is happening, approach every project, meeting, event, and activity with an eye for how youth can contribute skills they already have as well as learn and practice new ones. Always ask the questions: “Which young person can do this? Who might want to learn? How can I actively involve them in this project?” It is important to recognize that skill building is a *process* and not an isolated event or training; skill building includes **training** as well as **opportunities** to apply, and training content and **support** from adult allies to use new skills.

Competency Categories¹

Creative and Cognitive Skills:

- Problem-solving and action planning
- Creative expression; linking creativity to action

Vocational and Job Skills:

- Job and career options
- Youth philanthropy and entrepreneurship

Personal and Social Skills:

- Conflict resolution, refusal skills, peer mediation, coping skills, facilitation skills, action planning, and navigational skills

Civics and Citizenship:

- Understanding national, racial, historical, socioeconomic, ethnic, and ethical issues
- Being accountable to the larger society
- Contributing to others

Health and Physical Well-being:

- Consequences of risky behavior
- Information and knowledge about nutrition, exercise, hygiene

¹ Karen Pittman, Academy for Educational Development

How is **SKILL DEVELOPMENT** linked to **CFNLP's Standards of Practice?**

Through skill development, youth can::

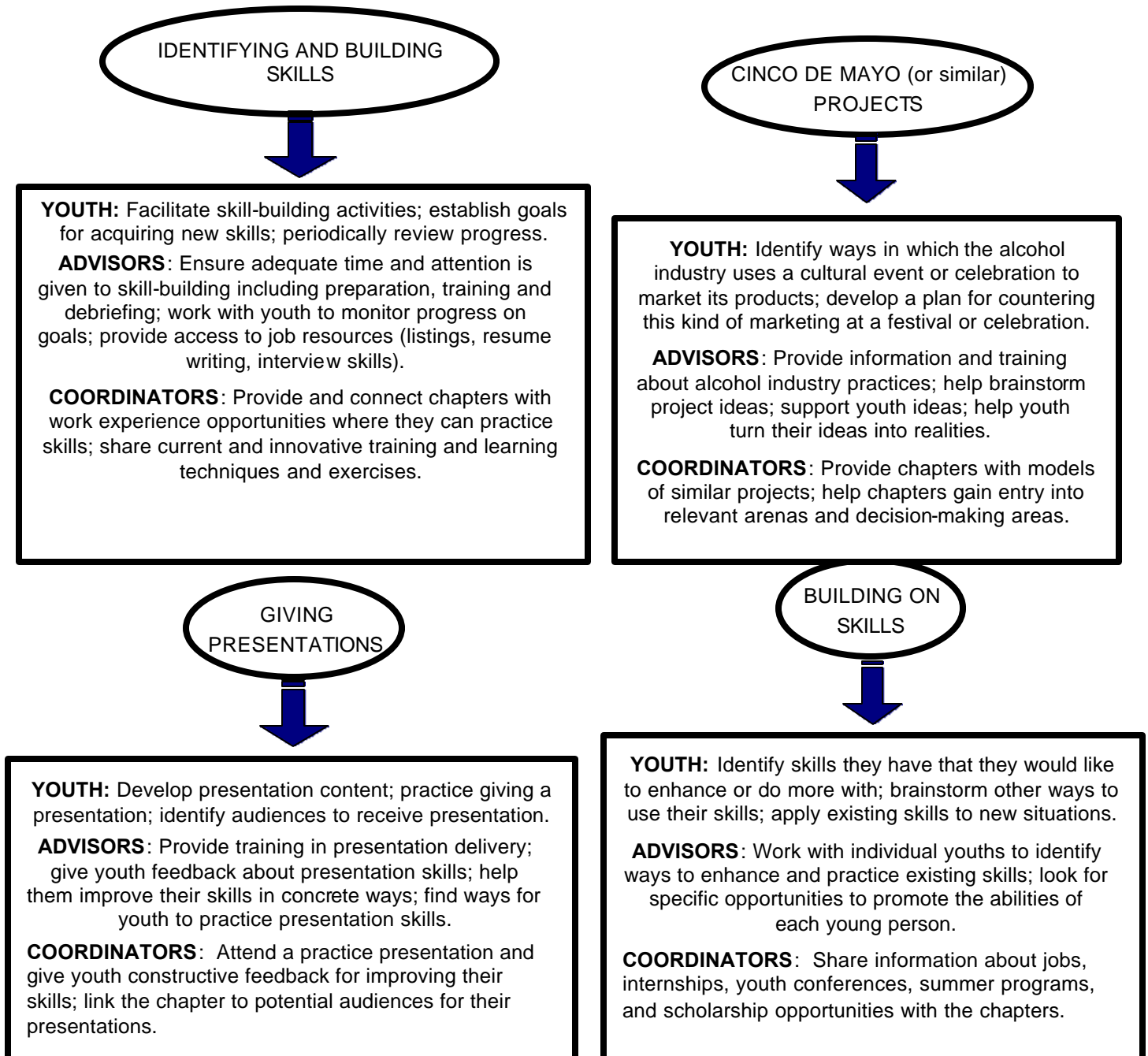
SOP Connection	OUTCOME	PRACTICE
	<ul style="list-style-type: none"> Practice and develop skills for creating healthy and safe (emotionally, culturally, and physically) environments... 	<p>... by implementing an alcohol education campaign that addresses social acceptance rather than individual use; include a cultural theme, such as reclaiming a cultural holiday (e.g., Cinco de Mayo).</p>
	<ul style="list-style-type: none"> Practice and develop skills for getting involved in and contributing to their community... 	<p>...by engaging in projects and activities that are linked to or intended to benefit the community, especially those that address policies and systems.</p>
	<ul style="list-style-type: none"> Practice and develop leadership and advocacy skills for having influence over chapter and community operations – action plans, projects, events, activities, and policies... 	<p>...by engaging in projects that result in real change – in the program or community – such as incorporating youth ideas into chapter by-laws or advocating for youth in legislative arenas.</p>
	<ul style="list-style-type: none"> Practice and develop meaningful skills that capture their interest and participation... 	<p>...by engaging in self-assessment or group inventory projects that help them define their interests and highlight their talents; by developing a job resource guide based on their career goals.</p>
	<ul style="list-style-type: none"> Practice and develop personal and social skills for creating meaningful and caring relationships among their peers and with adults... 	<p>...by implementing activities designed to build group cohesion and enhance group processes.</p>

Friday Night Live builds partnerships for positive and healthy youth development which engage young people as active leaders and resources in their communities.

California FNL programs include: Friday Night Live, Club Live, FNL Kids, and FNL Mentoring.

Youth, Advisor, and Coordinator Roles

FNL programs are composed of partnerships between young people, adult advisors and county coordinators. Every project is a team effort between these three players and every success is a shared one. The figures below seek to provide *examples* of the roles played by youth, advisors and coordinators in **SKILL DEVELOPMENT**. The relationships between the three team “members” are dynamic and interactive, with support and benefit flowing from each and to each.



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