



# Knowing our competence

ONLY GOOD TO HELP INCREASE COMPETITION BETWEEN US!?

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Over the past few years there has been quite an increase in looking at competence in youth work:

- on the side of youth workers and leaders when looking at themselves
- with young people and other 'participants' in different types of activities...

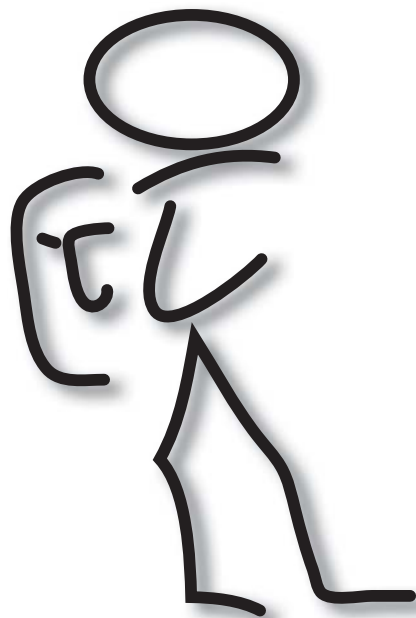
And a lot of that is happening within a context of non-formal education and learning so people follow the relevant principles and start from a process of self-assessment. So we thought it could be interesting for people coming to the Convention to get into this subject and try out one of the tools currently available.

One of the entry points proposed in the European Portfolio for Youthworkers and Youth Leaders is to think about the competences needed by youth workers and/or youth leaders.

Look at your own work, and answer the following questions:

- What should youth leaders/workers know [head]?
- What should youth leaders/workers be able to do [hands]?
- What emotional and personal competence should youth leaders/workers have [heart]?
- What should youth leaders/workers have in their backpack?

So, please add your answers to the drawing and compare them with other readers:



## Some resources

Another way of looking at competence development can be found in the Luxembourg National Youth Service portfolio (available in French and German):

<http://www.snj.public.lu/formulaires/portfolio/index.html>

European Portfolio for Youthworkers and Youth Leaders

[www.coe.int/youthportfolio](http://www.coe.int/youthportfolio)





The portfolio goes on to suggest a functional analysis for youth workers and leaders and a self-assessment tool to be backed up by feedback and dialogue with peers, young people and others. Competences addressed include facilitating learning opportunities with young people, organisational development, intercultural learning and evaluation.

Still, it does have a taste of setting standards and things like that! Shocking for some! Who do you think should have the right to set such standards or to assess if people live up to those standards?

Are we looking at a creeping professionalisation of youth work, thereby taking away its spontaneous, voluntary nature? Or are we seeing an increasing professionalism which can be taken on by volunteers and paid workers alike and can only benefit young people?

Do you think we are moving in the right direction with all this – or are we just setting up competition between ourselves for no real purpose?