

September 23, 2013 Provider Day networking session
3:05 pm – 4:00 pm, room 4 Youth Leadership Roles in CAPP

Objective: facilitate discussion with colleagues to allow participants to share experiences such as challenges, strategies, and successes with youth leadership roles.

- ✚ **Ask participants to write on newsprint:** What specific roles and responsibilities do youth have in your program? (**include responses here**) youth can prepare and run meetings, youth do hands-on tasks such as food service, event planner, technical support, friend, supervisee, “family”, mentor, facilitator, resource provider, evaluator, personality, model (work & behavior), ambassador, recruiter, negotiator,
- ✚ **Ask participants to define youth leadership roles:**
Youth leadership is when young people gain skills and then are able to share them.#
- ✚ **Do a go-around:** How is each person connected to the topic?
- ✚ **Identify challenges and offer strategies/ Share successes:** What challenges have you encountered around this topic area? How have you addressed those challenges? Can you share any examples of successful strategies?

Provide opportunities such as community service, symposiums, internships, and trainings

Connect youth to resources and other groups such as sororities

If the youth age out- provide opportunities or resources

Sometimes youth duplicate family (home) dynamics

Retention

Can be difficult especially if youth have other commitments such as work or school

When recruiting youth figure out criteria such as participant’s age and/or school grade/year

Determine how much responsibilities they will have

Determine how often they are expected to meet

Have “unstipended” youth come in when they are available

Go to them when they are available such as lunch time

Be clear about their purpose/role

Offer community service (contact the appropriate person at the school)

Group dynamics

Sometimes clicks are formed

To dismantle clicks create small groups that include people with different strength

Once the young people see the power in this then they can monitor this especially for incoming members

Individual disrupting the group

How to handle self-destructive, obnoxious, youth who lashes out and purposely sabotages?

Learn about the person's home life.

Help the person "gain power"

Ask participants to share "highs" and "lows"

Be flexible

Pay attention to how we respond to their behavior.

Youth need to feel that they own it. What gets them excited? Why do they show up?

Show the participants that you're vulnerable and you need them.

Administrators

Administrators sometimes don't understand the dynamics of working with young people

Many youth have complicated unstable lives and the administrators expect them to comply with policies and procedures

Having youth who are employees of the organization is different than having stipended youth leaders.

Adults get reprimanded for the actions of the youth

Participants find themselves being overprotective of the youth

Participants find themselves preventing youth from being "utilized in that fashion"

Could be beneficial and helpful to connect the youth and the administrator by having youth learn about the adult jobs and the administrators meet the youth on a "personal level"

Addendum

Add Nairobi's resource

Resources:

[Positive Youth Development Resource Manual](#) (ACT for Youth web site)

http://ecommons.cornell.edu/bitstream/1813/21946/2/PYD_ResourceManual.pdf