Philadelphia OST Staff Competencies

In November 2013, the Out-of-School Time Resource Center (OSTRC) released the final draft of the *Philadelphia Out-of-School Time Staff Competencies*. A draft version of this document was initially published in June 2010. To develop the *Philadelphia Out-of-School Time Staff Competencies*, a coalition of city wide professional development practitioners reviewed existing research behind out-of-school time (OST) staff competencies, in addition to referencing: sixteen different published sets of competencies, five sets of youth worker curricula and coursework, additional literature specific to OST programming, and approximately 700 specific training titles. As a result, the *Philadelphia Out-of-School Time Staff Competencies* are "broad enough to accommodate a wide variety of skills, topics, and uses." In addition, they cover multiple positions, job responsibilities, and levels of experience.

In an effort to reconcile the *Philadelphia Out-of-School Time Staff Competencies* with the *NAA Core Competencies* and the then *PA Keys Core Body of Knowledge*, the OSTRC conducted a crosswalk analysis of these three sets of Competencies. Furthermore, the OSTRC contacted all fourteen locales referenced in the *Youth Work Core Competencies* report, published by School's Out Washington, to ascertain how other locales around the nation were reconciling their previously published OST Core Competencies with the recently released *NAA Core Competencies*. Lastly, the OSTRC convened several exploratory meetings with key local stakeholders to discuss efforts to reconcile the Philadelphia OST staff competencies with the *NAA Core Competencies*.

The result of this multi-year effort is a comprehensive list of 9 Competency Areas, 28 Competencies, and 61 Content Areas, that can be found by visiting the Competencies page on the OSTRC's website.