

An Innovative Approach to Developing Talent for Youth-Serving Employers

FHI 360'S YOUTH DEVELOPMENT
PRACTITIONER APPRENTICESHIP PROGRAM

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<https://niwl.fhi360.org/resource/youth-development-practitioner-apprenticeship/>

FHI 360's Youth Development Practitioner Apprenticeship program offers employers the opportunity to recruit and train employees while giving back to the community and filling their talent pipeline.

REGISTERED APPRENTICESHIPS

combine paid on-the-job learning with classroom instruction to develop highly skilled workers for your organization.

PROGRAM FEATURES

- Proven curriculum promoting skill development in **29 competencies** across nine modules
 - Learning within a professional community rather than a traditional class or course
 - A path for entry-level employees to gain the competencies needed to support youth
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PROGRAM BENEFITS TO EMPLOYERS

- Customized professional development for your organization
 - Fully trained, credentialed employees you already know
 - Increase equity, racial and social justice in your workplace
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WHAT APPRENTICES ARE SAYING

"I can see myself changing and being empowered to work more effectively with youth." -Bryan C.

PROGRAM OVERVIEW

FHI 360's Youth Development Practitioner Apprenticeship Program (YDPA) helps employers hire and train new or existing employees. Our strategy is to build out this critical profession within the care economy to provide an attractive career path for individuals who have benefitted from this ecosystem. YDPA targets both existing professionals and opens options for new professionals with lived experience in the communities they serve. Occupations include youth service intake counselors, outreach workers, or justice reentry case workers among others.

Apprentices learn essential skills such as:

- Teamwork
- Effective communication
- Leadership
- Applying the Positive Youth Development (PYD) framework
- Case management

HOW THE PROGRAM WORKS

EMPLOYERS

Employers partner with FHI 360 to gain access to the YDPA credential for their staff, receive a curriculum facilitated through FHI 360 trainers, and on-going support for the apprenticeship position they create. Employers recruit, supervise, mentor, and pay the apprentice. At the midway point, employers provide a wage increase and at the end of the apprenticeship, the employers hire the apprentice as a full-time employee.

FHI 360

FHI 360 is an apprenticeship intermediary for its Registered Apprenticeship Program with the U.S. Department of Labor (DOL). FHI 360 delivers training to apprentices, train-the-trainer style sessions to employers and apprentice supervisors, as well as training materials to implement the apprenticeship program. We offer multimodal learning tools that enable us to adapt the training approach to in-person, virtual, or hybrid programming. FHI 360 provides a research-based curriculum, training, materials, and support to help develop the apprentice and increase retention and productivity. As the intermediary, FHI 360 reports directly to the DOL on behalf of employer sponsors and coordinates the apprentice's DOL certification at program completion.

FOR MORE INFORMATION

To learn more about becoming an employer that sponsors an apprentice in your organization and to learn about associated costs, contact Jennifer Cowns, jcowns@fhi360.org or David Williams, dawilliams@fhi360.org.