

APOST Guidelines for Professional Development Trainers

APOST is a partnership of funders, intermediaries and providers dedicated to building a quality out-of-school time (OST) system that will contribute to the healthy, successful development of young people as they progress through their school years, graduate from high school and enter into adulthood.

An integral component of building a quality system is ensuring that the children, youth and families served have knowledgeable, skilled professionals available to meet their developmental needs. While APOST is committed to providing quality professional development & technical assistance to aid in the development of well-trained and supported youth workers, it also recognizes that the key element in the delivery of effective professional development is *quality trainers*.

APOST has endorsed The National Afterschool Association's "Core Competencies for Afterschool Trainers" which is intended to set a standard of quality for effective trainers/facilitators working with youth workers.

The core competencies are organized into nine categories of training features:

1. Professionalism
2. Training Design
3. Professionalism and Ethics
4. Facilitation Skills
5. Delivery Methods
6. Presentation Skills
7. Transfer of Training
8. Learning Environment
9. Equity and Diversity
10. Evaluation

In this document, the core competencies are listed below each of the categories, as well as the indicators that outline specific behaviors or action that an afterschool trainer would demonstrate in mastery of the indicator.