



**Core Competencies for Adolescent
Sexual and Reproductive Health Providers**
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(ASHWG)**



Questions

How effective do you want to be in your profession?

How would you measure your current level of effectiveness?

How would you compare your level of competence with others?

Domain C:

Rate Yourself Using this Rubric

- No prior experience 0
- Introductory 1
- Intermediate 2
- Competent 3
- Accomplished 4



Core Competencies

The knowledge, skills, and/or attitudes common to all who work with adolescents in the area of reproductive health.



NEED

for Core Competencies

A variety of reproductive health programs with different standards, training, strategies, and messages targeting the same youth.



Need for a common standard that all providers share to measure growth, learning, and determine staff development needs.

Core Competencies for Adolescent Sexual and Reproductive Health

- Developed by a Subcommittee of the California Adolescent Sexual Health Workgroup (ASHWG)
- 2006—2008
- Over 100 professionals gave input into the process

Core Competency Domains

A: Professional and Legal Role

B: Adolescent Development

C: Youth Centered Approach and Youth Culture

D: Sexual and Reproductive Health

E: Pregnancy, STIs, HIV



Other Disciplines That Have Developed Core Competencies

- Public Health
- Health Education
- Public Health Nursing
- Addiction Counseling
- Professional Development Coordinators
- Marriage Family Therapists
- Social Work

PURPOSE

of the Core Competencies

- Guide for Self-Assessment
- Guide hiring, training, & evaluation
- Collaboration & cross training
- Support consistent health outcomes
- Shared body of knowledge & skills
- Program Development
- Framework for Higher Education and Licensing and Certification bodies

Core Competency Resources

- *Core Competencies for Adolescent Sexual and Reproductive Health*
- *Performance Assessment and Human Resources Toolkit*
- *Competency-Based Training*

Performance Assessment and Human Resources Toolkit



Applications of the *Competency Assessment and Evaluation Tool*

- Self Assessment
- Performance Evaluation
- Compare Strength of Team Members
- Assess Training Needs



Human Resources Toolkit

- Job Description
- Structured Interview Guide
- Performance Descriptors
- Professional Development Plan
- Competency Assessment and Evaluation



Training and Learning for Competence



How did you learn to become a skillful provider of sexual and reproductive health?



All the Ways We Learn

- Academic Coursework
- Workshops
- Books
- Journals
- Television
- Conferences
- Informal conversations
- Direct Observation
- Input from Peers
- Input from supervisors
- Working with a mentor
- Doing
- Making mistakes
- Online courses
- YouTube

How effective do you
want to be in your
profession?



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