

## Ways ACA Core Competencies Can Be Used

<p><b>Frontline Camp Staff; Youth Development Professionals</b></p>	<ul style="list-style-type: none"> <li>• Assess level of knowledge and skill in camp staff for each of the subject-matter areas</li> <li>• Identify specific areas of need for future professional development (e.g., business management)</li> <li>• Serve as criteria for promotion/advancement</li> <li>• Develop career ladder models that guide staff toward the achievement of their professional goals</li> </ul>
<p><b>Camp Administrators, Directors</b></p>	<ul style="list-style-type: none"> <li>• Specify training and education requirements for staff job descriptions</li> <li>• Develop staff training and education plans and policies</li> <li>• Serve as criteria for promotion and advancement</li> <li>• Develop career ladder models that guide directors and administrators in the achievement of their professional goals</li> </ul>
<p><b>Families</b></p>	<ul style="list-style-type: none"> <li>• Understand expectations of camp professionals working with youth and adults in camp settings</li> <li>• Build performance and behavioral expectations of camp staff</li> </ul>
<p><b>Trainers, Training Organizations</b></p>	<ul style="list-style-type: none"> <li>• Plan and organize training/education</li> <li>• Promote training/education opportunities</li> </ul>
<p><b>Higher Education Faculty and Staff</b></p>	<ul style="list-style-type: none"> <li>• Coordinate and design course content</li> <li>• Assess current program content to determine course development</li> </ul>
<p><b>Professional Development Efforts</b></p>	<ul style="list-style-type: none"> <li>• Create the framework for a career development system that provides access to competency-based training and education and allows professionals to achieve recognition in the field</li> </ul>