## Ways ACA Core Competencies Can Be Used

<table>
<thead>
<tr>
<th>Role/Group</th>
<th>Uses</th>
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| **Frontline Camp Staff; Youth Development Professionals** | • Assess level of knowledge and skill in camp staff for each of the subject-matter areas  
• Identify specific areas of need for future professional development (e.g., training and education)  
• Serve as criteria for promotion/advancement  
• Develop career ladder models that guide staff toward the achievement of their professional goals |
| **Camp Administrators, Directors**             | • Specify training and education requirements for staff job descriptions  
• Develop staff training and education plans and policies  
• Serve as criteria for promotion and advancement  
• Develop career ladder models that guide directors and administrators in the achievement of their professional goals |
| **Families**                                   | • Understand expectations of camp professionals working with youth and adults in camp settings  
• Build performance and behavioral expectations of camp staff |
| **Trainers, Training Organizations**           | • Plan and organize training/education  
• Promote training/education opportunities |
| **Higher Education Faculty and Staff**         | • Coordinate and design course content  
• Assess current program content to determine course development |
| **Professional Development Efforts**           | • 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 |