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# Child & Youth Care (CYC) Youth Worker Survey

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Created by:

**Diehl Consulting Group**



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# Executive Summary

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The Child & Youth Care (CYC) Youth Worker Survey explored areas of growth, strength, and benefits for individuals who had completed their CYC certification. The survey included items related to the five main CYC competencies: (1) Professionalism, (2) Cultural & Human Diversity, (3) Applied Human Development, (4) Relationship & Communication, and (5) Developmental Practice Methods. In addition, the survey captured job-related outcomes, open-ended feedback, and key demographic characteristics. Below is an overview of survey findings, with additional details provided within the report and Appendix.

## What needs did youth workers have before completing their CYC certification?

CYC survey respondents reported the lowest levels of agreement (i.e., Agree or Strongly Agree) in the areas of Professionalism, Cultural & Human Diversity, Job-Related Outcomes, and Developmental Methods, before they completed their CYC.

### Professionalism (before CYC)

- 44%** of respondents practiced self-care in their daily life. (N=96)
- 60%** of respondents contributed to the ongoing development of their field. (N=94)
- 61%** of respondents stayed informed about the current professional issues in their profession. (N=95)
- 72%** of respondents evaluated their own performance to identify areas for learning. (N=95)

### Cultural & Human Diversity (before CYC)

- 74%** of respondents planned and implemented programming and/or environments that were culturally responsive. (N=86)
- 78%** of respondents understood how their cultural values affect their work with youth and families. (N=91)
- 78%** of respondents were able to utilize resources to support cultural competence in their work. (N=92)

### Job-Related Outcomes (before CYC)

- 46%** of respondents did not feel burned out working with youth. (N=96)
- 74%** of respondents felt connected to the field of youth work. (N=100)

### Developmental Practice Methods (before CYC)

- 70%** of respondents modeled good nutrition and health. (N=77)

## Where have CYC certified professionals experienced the most growth from before their CYC certification to now?

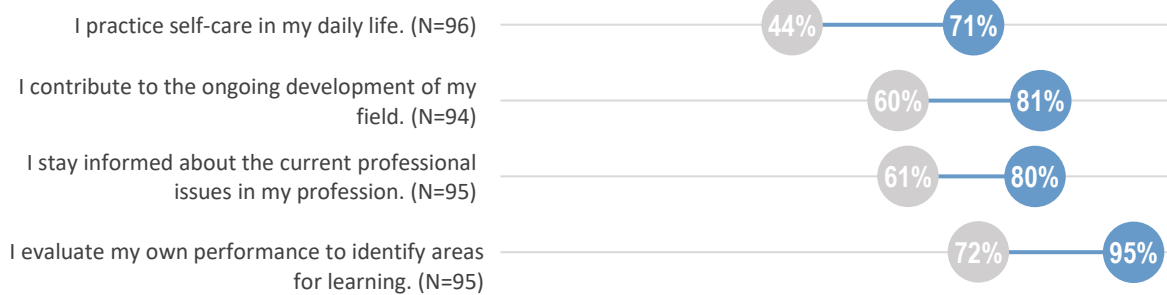
To examine growth, respondents' agreement with CYC competency areas before their CYC certification was compared with their agreement now. CYC competency areas in which respondents showed the greatest change strongly mirrored the areas in which individuals had their greatest needs. In particular, the same outcomes related to Professionalism and Cultural & Human Diversity that were included within the greatest needs (i.e., lowest levels of Agree or Strongly Agree) were also included in the greatest areas of growth.

In addition, several of the areas of greatest growth are also opportunities for continued development. This is true for Professionalism competencies around (1) practicing self-care, (2) staying informed about the current professional issues in the profession, and (3) contributing to the ongoing development of the youth worker field. Furthermore, the greatest opportunity for further growth for CYC professionals is around addressing individual burnout in their youth serving job.

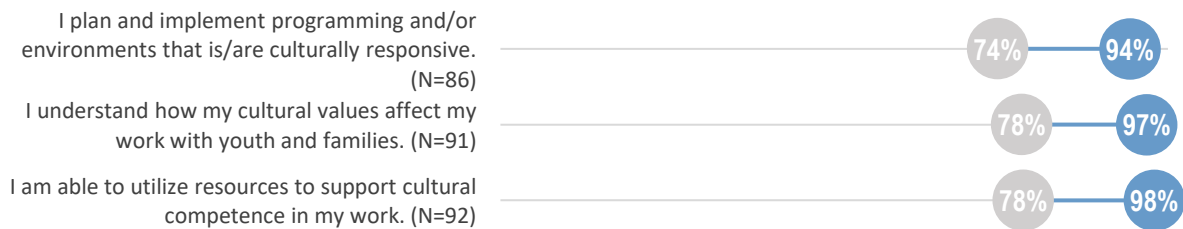
Figure 1: CYC Certified Professionals' Growth (Top 10 Categories)

Top ten areas where CYC certified professionals have experienced growth in agree or strongly agree responses from before the CYC certification to now.

### Professionalism



### Cultural & Human Diversity



### Applied Human Development



### Job-Related Outcomes



\*Displays Disagree and Strongly Disagree responses

0% 20% 40% 60% 80% 100%

**“The greatest benefits of completing my certification include me becoming a true advocate for the professionalism and development for others in the field.” –Professionalism**

**“[One of the greatest benefits from my CYC certification has been] opening my eyes to be better at cultural differences and celebrating them openly.” –Cultural & Human Diversity**

## In what areas do CYC certified professionals feel the most qualified now?

After completing their CYC certification, respondents reported the greatest levels of agreement (i.e., Agree or Strongly Agree) in the areas of Relationship & Communication, Developmental Practice Methods, Professionalism, and Applied Human Development.

### Relationship & Communication

- 100%** of respondents teach children how to resolve conflict through discussion. (N=75)
- 100%** of respondents communicate effectively with families and caregivers. (N=81)
- 99%** of respondents view positive relationships as foundational to working with youth. (N=84)
- 99%** of respondents ensure that the views of the youth are heard and considered when making decisions that directly affect them. (N=80)

### Developmental Practice Methods

- 100%** of respondents provide environments that are healthy and safe. (N=74)
- 99%** of respondents build activities that support youth development. (N=72)

### Professionalism

- 99%** of respondents carry out their work tasks in a way that conforms to professional ethical principles and standards. (N=96)

### Applied Human Development

- 99%** of respondents can recognize the developmental appropriateness of programs and environments. (N=85)

**“I know better how to think about the child and the practitioner perspective. I am more aware about the nuances and techniques to incorporate families into conversations effectively.” –Relationship & Communication**

**“I think the most important thing I've learned is to be patient and learn more about the kids. The more you learn the more you understand why they act out and how to work with them more effectively.” –Relationship & Communication**

**“I am always thinking about what [is] developmentally appropriate.” –Applied Human Development**

## What have been the greatest benefits of completing a CYC certification?

The most common benefits respondents experienced included: (1) growing their personal knowledge around youth work (e.g., best practices, proven methodology), (2) having a CYC credential that provides personal validation and self-confidence, (3) holding themselves accountable to higher standards, thereby increasing the quality of their work, (4) growing their personal network and relationships within the field of youth work, and (5) making strides towards professionalizing the field of youth work.

**“The knowledge gained through the certification process is priceless.”**

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# CYC Youth Worker Survey

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## About CYC Certification

The Child & Youth Care (CYC) certification is a national certification for child and youth workers. The CYC certification process does not provide training to child/youth workers, but it allows workers to demonstrate their skills and expertise and to amass their professional development experiences to receive the certification. The CYC certification focuses on five main youth worker competency areas: (1) Professionalism, (2) Cultural & Human Diversity, (3) Applied Human Development, (4) Relationship & Communication, and (5) Developmental Practice Methods.

Within CYC, there are three levels of accreditation: (1) Entry Level, (2) Associate, and (3) Professional. Practitioners are encouraged to apply for the highest level for which they are qualified. Applicants must pass a test for the level they have selected. After passing the test, application materials must be compiled and submitted. These include (1) documentation of education, experience and training, (2) references and supervisor assessments, (3) proof of professional association membership, (4) ethical standards agreement, and (5) eligibility confirmation. Those pursuing the Professional level must complete a written portfolio that consists of eight exercises in the areas of personal experience, professional awareness, reflective practice, advocacy, access to advocacy resources, developmental support, diversity, and intervention. To complete these exercises, applicants must respond to a prompt in each of the eight areas. The minimum number of training hours required varies by certification level: Entry – 11 hours, Associate – 150, and Professional – 250 (Child & Youth Care Certification Board, 2021).

## About IYSA

Indiana Youth Services Association (IYSA) serves primarily as a statewide association of Youth Service Bureaus across Indiana. IYSA also operates several programs that support youth, youth workers, and other nonprofit agencies. In particular, IYSA facilitates access to the Child & Youth Care (CYC) certification training for Indiana's youth workers.

## SURVEY METHODOLOGY

To understand how the Child & Youth Care (CYC) certification has affected those who completed at least one of the three levels of CYC accreditation, Indiana Youth Services Association (IYSA) partnered with Diehl Consulting Group (DCG) to conduct a survey of all CYC certified practitioners.

On May 10, 2021, an electronic retrospective pre-/post-survey was sent to all individuals with a valid email address using IYSA's contact list of CYC certification completers. After several follow up reminders, the survey closed on June 30, 2021. In total, 102 individuals provided a response to at least one question, and 82 individuals provided a complete survey (i.e., reached the end of the survey).

## SURVEY ANALYSIS

For survey questions that used a retrospective pre-/post-design, each pre-/post-question was analyzed so that only complete responses were included in the body of the report. A response to the question was considered complete if an individual included a rating of Strongly Disagree, Disagree, In the Middle, Agree, or Strongly Agree for both time periods (i.e., before certification and now). Responses for individuals who left a question blank or indicated that the question was not applicable (N/A) were not included in a pre-/post-analysis for that particular question. A total number of responses is included for each question in the body of the report.

Nonparametric analyses using the Wilcoxon signed-rank test were used to determine statistical significance of each competency area and for job-related outcomes.

Open-ended responses were analyzed using the framework method (Ritchie & Spencer, 1994).

A full report out of all data provided by survey respondents is included in the Appendix.

# CYC Survey Overview

## Demographic Snapshot

A total of 102 individuals provided a response to at least one question, and 82 individuals provided a complete survey (i.e., reached the end of the survey). The figures and data below highlight demographic characteristics of the survey respondents.

Figure 2: Respondent Characteristics

- 84%** of respondents received their most recent CYC certification between 2018 and 2021
- 83%** of respondents are female
- 4%** of respondents are Hispanic or Latina/o
- 95%** of respondents are currently working for a youth serving organization
- 5%** of respondents are currently a foster parent

Figure 3: CYC Credential

The majority of respondents pursued the CYC Professional certification.

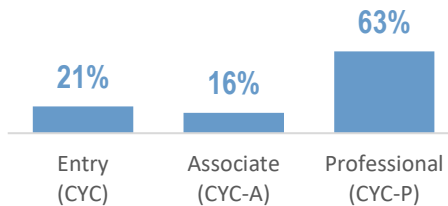


Figure 4: Age

Three of every five respondents were in their 30s or 40s.

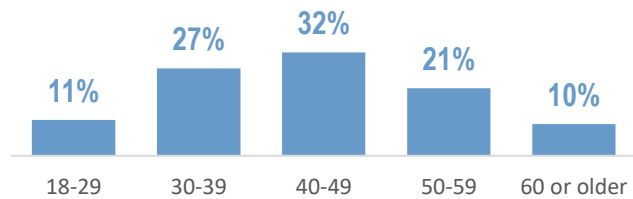


Figure 5: Race

Three of every four respondents were White.

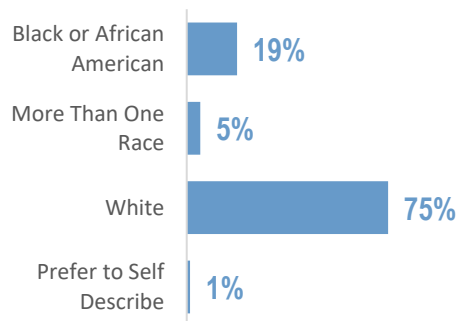
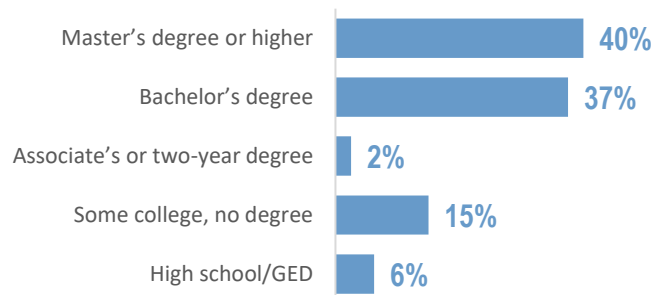


Figure 6: Educational Attainment

Three of every four respondents had a Bachelor's degree or higher.



## Youth Serving Organization Workers and/or Foster Parent Demographics

In addition to asking demographic characteristics for all respondents, the survey also asked follow-up questions depending on whether an individual was currently working for a youth serving organization (78/82, 95%) and/or whether an individual was currently a foster parent (4/82, 5%).

Figure 7: Current Youth Worker/Foster Parent Characteristics

- 60%** of respondents work in after school programs
- 50%** of respondents work at nonprofit organizations
- 17%** of respondents work at a public or private school
- 86%** of respondents are employed full-time
- 1%** of respondents are retirees who had begun a second career working with youth

Figure 8: Current Youth Worker/Foster Parent Current Role

The majority of respondents are currently an administrator, supervisor, or educator.

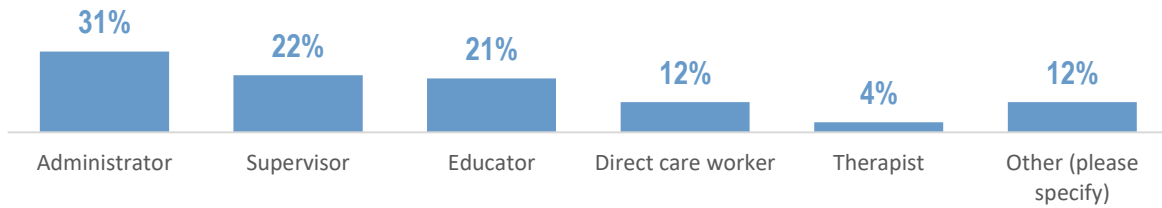


Figure 9: Current Youth Worker/Foster Parent Years of Youth Work Experience

Around 90% of respondents had at least 5 years experience working with youth.

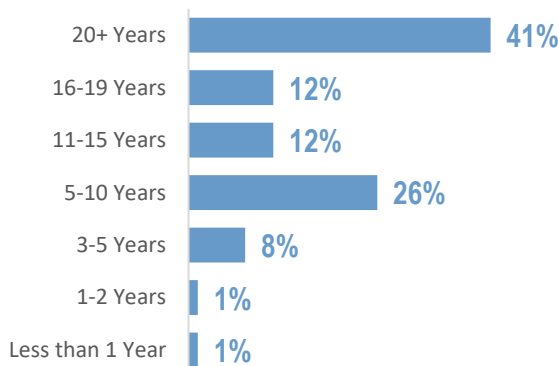
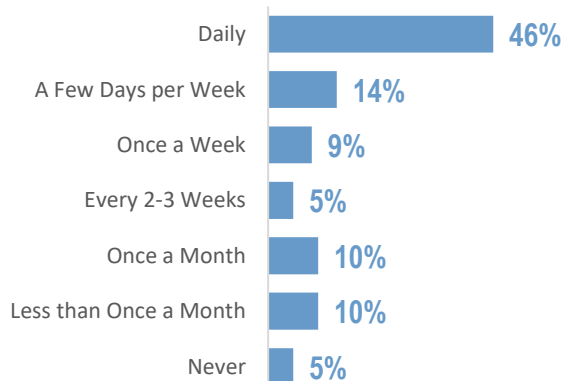


Figure 10: Current Youth Worker/Foster Parent Frequency of Working Directly with Youth

In their current position, 46% of respondents work directly with youth every day.



For further data, see Tables A39-A57 in the Appendix.

# Job-Related Outcomes

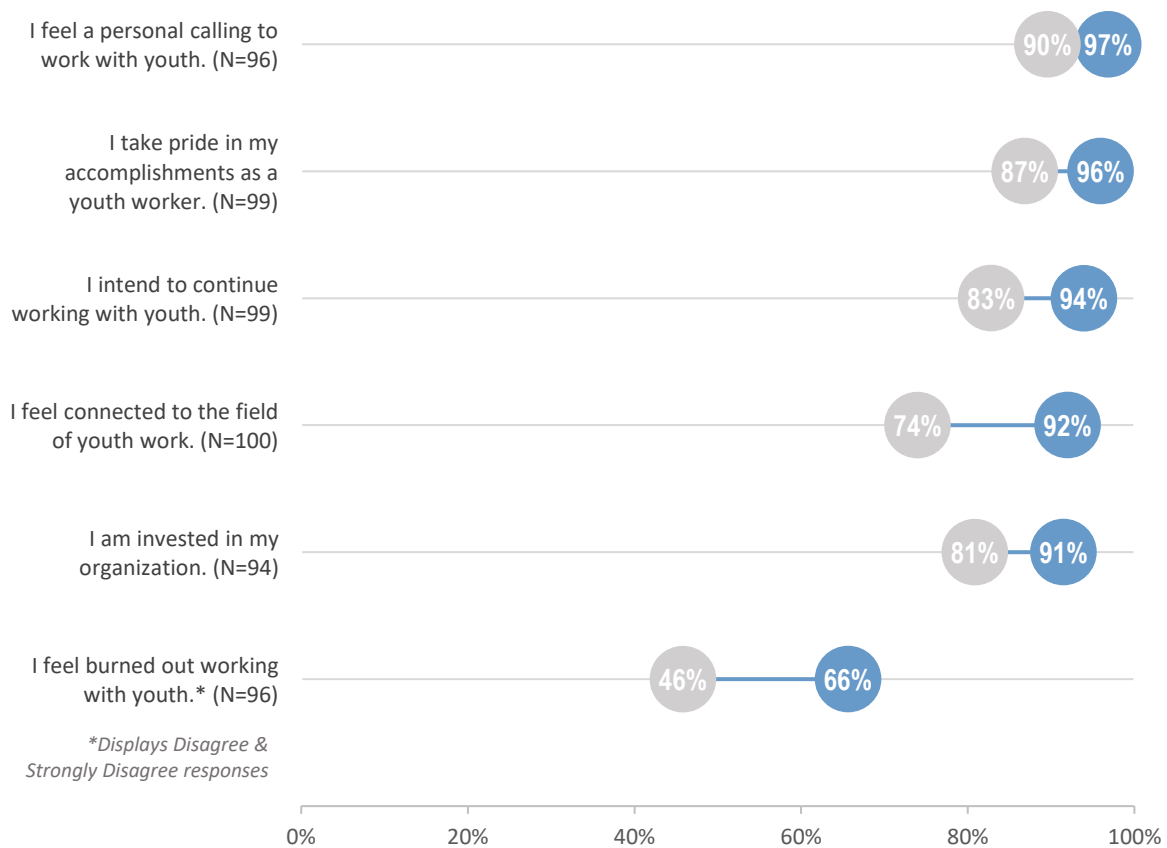
Through a retrospective pre-/post-survey, respondents were asked to rate their level of agreement with statements describing their perceptions and behaviors related to their job. In total, 94 – 100 respondents provided complete ratings (i.e., ratings for both before their CYC certification and now).<sup>1</sup> Areas where respondents indicated the greatest improvement included the following:

- ❖ Not feeling burned out working with youth (Disagree/Strongly Disagree responses increased 20 percentage points)
- ❖ Feeling connected to the field of youth work (Agree/Strongly Agree responses increased 18 percentage points)

Figure 11: Job-Related Outcomes

The percentage of participants who *agreed* or *strongly agreed* increased in every category from **before the CYC certification** to **now/after certification**.

\*Note that the question "I feel burned out working with youth" is reverse coded, where the percentage of participants who *disagreed* or *strongly disagreed* is reported.



<sup>1</sup> Respondents who indicated Strongly Disagree, Disagree, In the Middle, Agree, or Strongly Agree were included in this analysis. Respondents who indicated that the statement/question was Not Applicable (N/A) or who skipped a question were not included in the analysis for that question. This is true for all pre-/post-analyses in the body of the report.



Pre and post composite scores were created from job-related outcomes by summing the item-level scores from each response. A Wilcoxon signed-rank test indicated that scores increased significantly ( $z = -5.424, p < .001$ ) from before the CYC certification ( $Mdn = 26.0$ ) to after completion of the certification ( $Mdn = 28.0$ ). There was a large effect size ( $r = -0.57$ ).

In addition, since completing their CYC certification, out of 102 respondents, around half had (1) taken on greater responsibilities in their organization (50%), (2) received a pay increase (49%), or (3) applied for a promotion (48%). For further data, see Tables A1-8 in the Appendix.

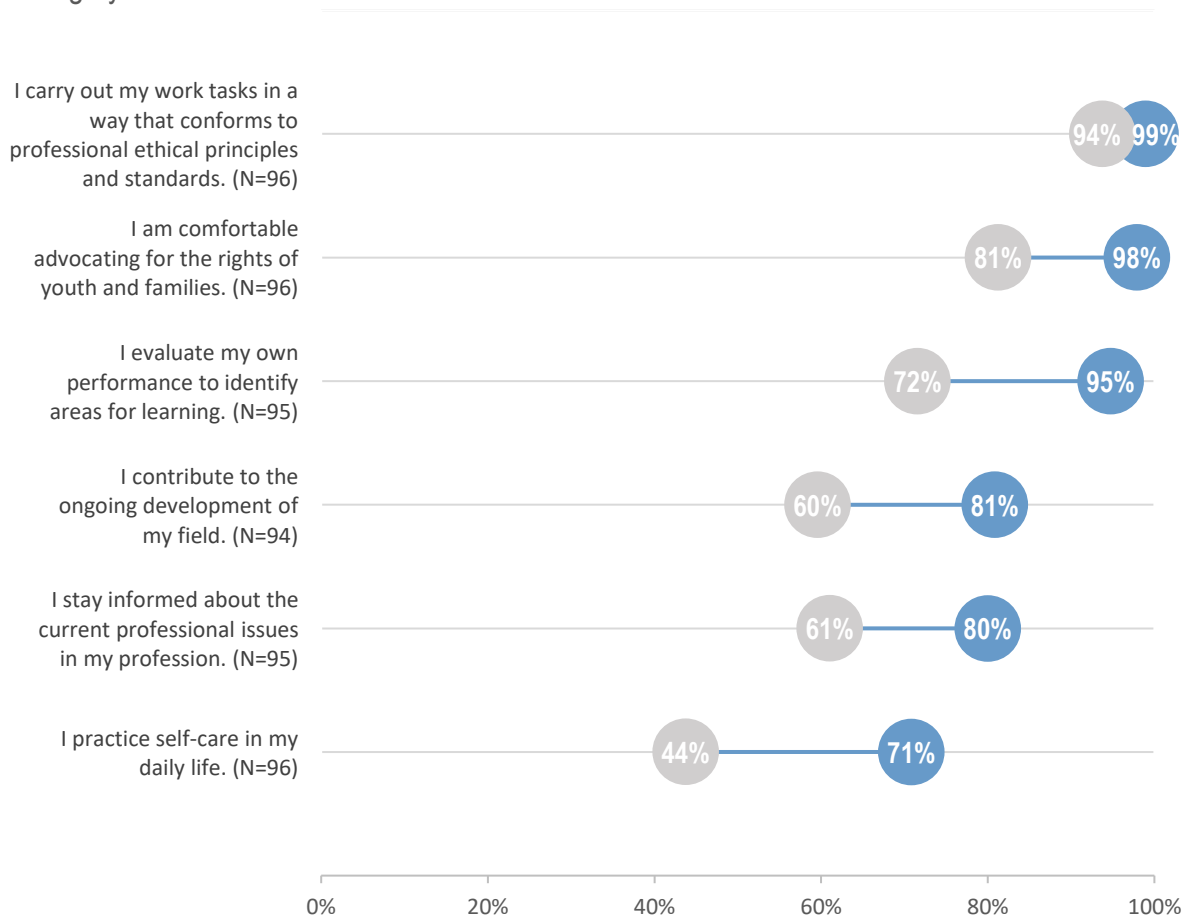
# Professionalism

Through a retrospective pre-/post-survey, respondents were asked to rate their level of agreement with statements describing their perceptions and behaviors related to professionalism. In total, 94 – 96 respondents provided complete ratings. Areas of greatest growth (as indicated by Agree/Strongly Agree responses) included the following:

- ❖ Practicing self-care in their daily life (27 percentage point increase)
- ❖ Evaluating their own performance to identify areas for learning (23 percentage point increase)
- ❖ Contributing to the ongoing development of their field (21 percentage point increase)

Figure 12: Professionalism

The percentage of participants who *agreed* or *strongly agreed* increased in every category from **before the CYC certification** to **now/after certification**.



Pre and post composite scores for Professionalism were created by summing the item-level scores from each response. A Wilcoxon signed-rank test indicated that scores increased significantly ( $z = -6.003, p < .001$ ) from before the CYC certification ( $Mdn = 24.0$ ) to after completion of the certification ( $Mdn = 26.0$ ). There was a large effect size ( $r = -0.62$ ). For further data, see Tables A9-A14 in the Appendix.

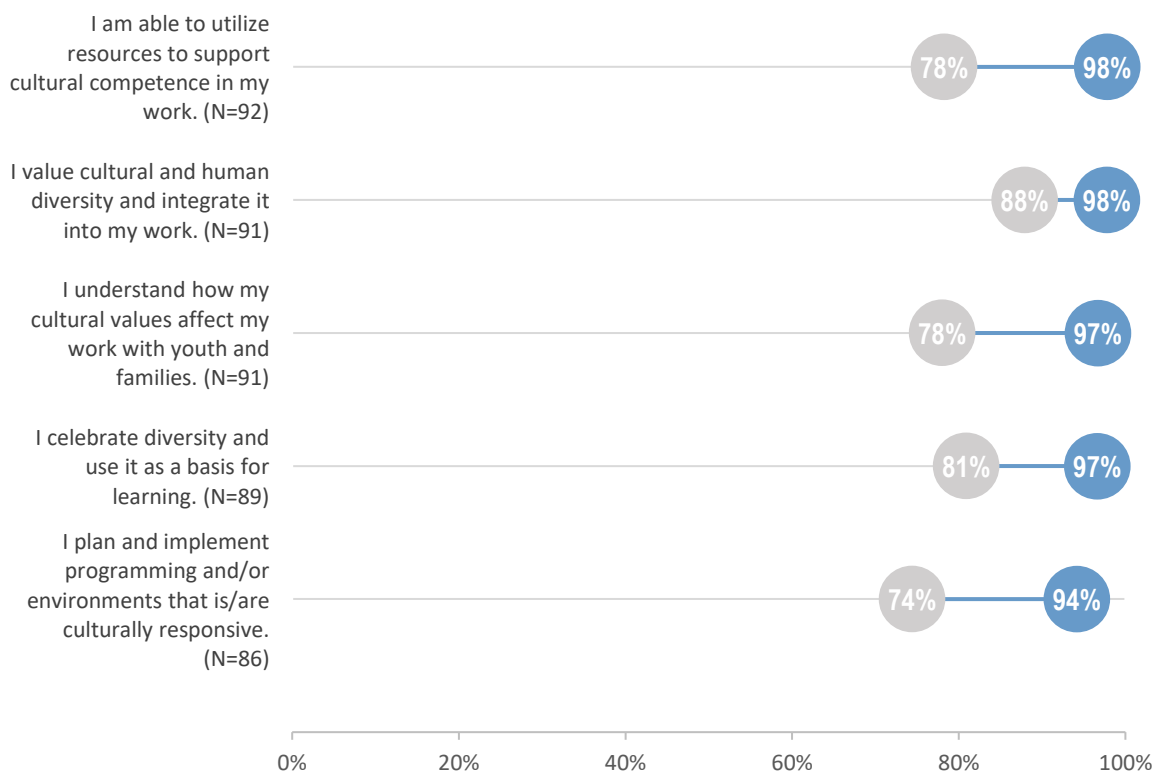
## Cultural & Human Diversity

Through a retrospective pre-/post-survey, respondents were asked to rate their level of agreement with statements describing their perceptions and behaviors related to cultural and human diversity. In total, 86 – 92 respondents provided complete ratings. Areas where respondents indicated the greatest growth (as indicated by Agree/Strongly Agree responses) included the following:

- ❖ Utilizing resources to support cultural competence in their work (20 percentage point increase)
- ❖ Planning and implementing programming and/or environments that are culturally responsive (20 percentage point increase)
- ❖ Understanding how their cultural values affect their work with youth and families (19 percentage point increase)

Figure 13: Cultural & Human Diversity

The percentage of participants who *agreed* or *strongly agreed* increased in every category from **before the CYC certification** to **now/after certification**.



Pre and post composite scores were created for Cultural & Human Diversity by summing the item-level scores from each response. A Wilcoxon signed-rank test indicated that scores increased significantly ( $z = -5.958, p < .001$ ) from before the CYC certification ( $Mdn = 20.0$ ) to after completion of the certification ( $Mdn = 24.0$ ). There was a large effect size ( $r = -0.65$ ). For further data, see Tables A15-A19 in the Appendix.

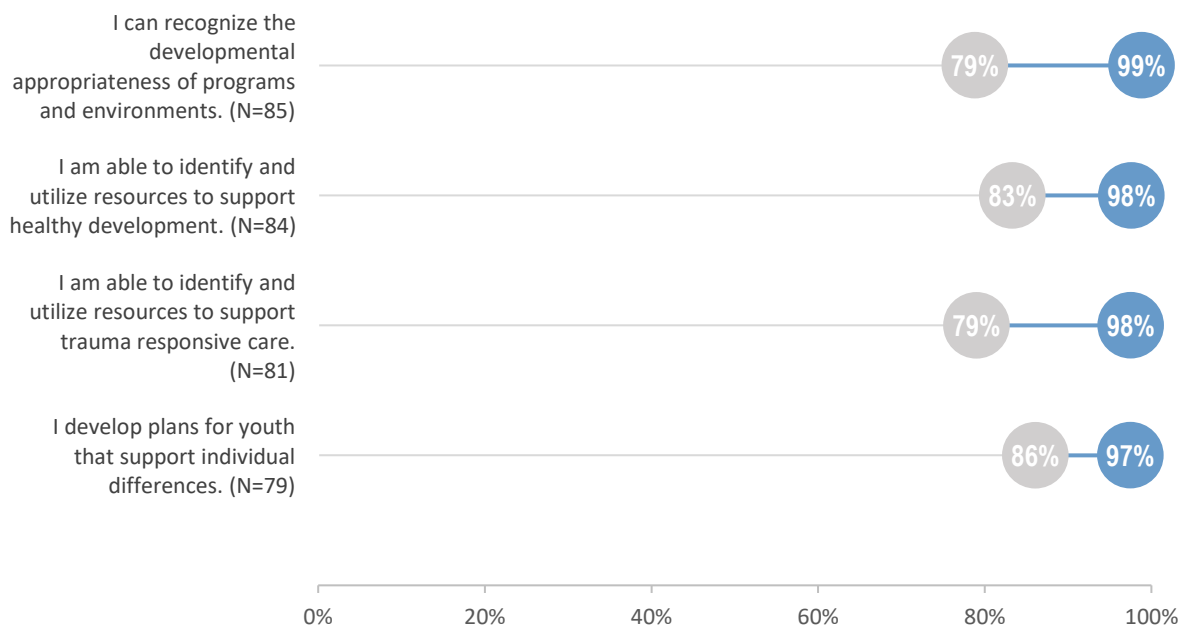
# Applied Human Development

Through a retrospective pre-/post-survey, respondents were asked to rate their level of agreement with statements describing their perceptions and behaviors related to applied human development. In total, 79 – 85 respondents provided complete ratings. Areas where respondents indicated the greatest growth (as indicated by Agree/Strongly Agree responses) included the following:

- ❖ Recognizing the developmental appropriateness of programs and environments (20 percentage point increase)
- ❖ Identifying and utilizing resources to support trauma responsive care (19 percentage point increase)

Figure 14: Applied Human Development

The percentage of participants who *agreed* or *strongly agreed* increased in every category from **before the CYC certification** to **now/after certification**.



Pre and post composite scores were created for Applied Human Development by summing the item-level scores from each response. A Wilcoxon signed-rank test indicated that scores increased significantly ( $z = -5.575, p < .001$ ) from before the CYC certification ( $Mdn = 16.0$ ) to after completion of the certification ( $Mdn = 19.5$ ). There was a large effect size ( $r = -0.64$ ). For further data, see Tables A20-A23 in the Appendix.

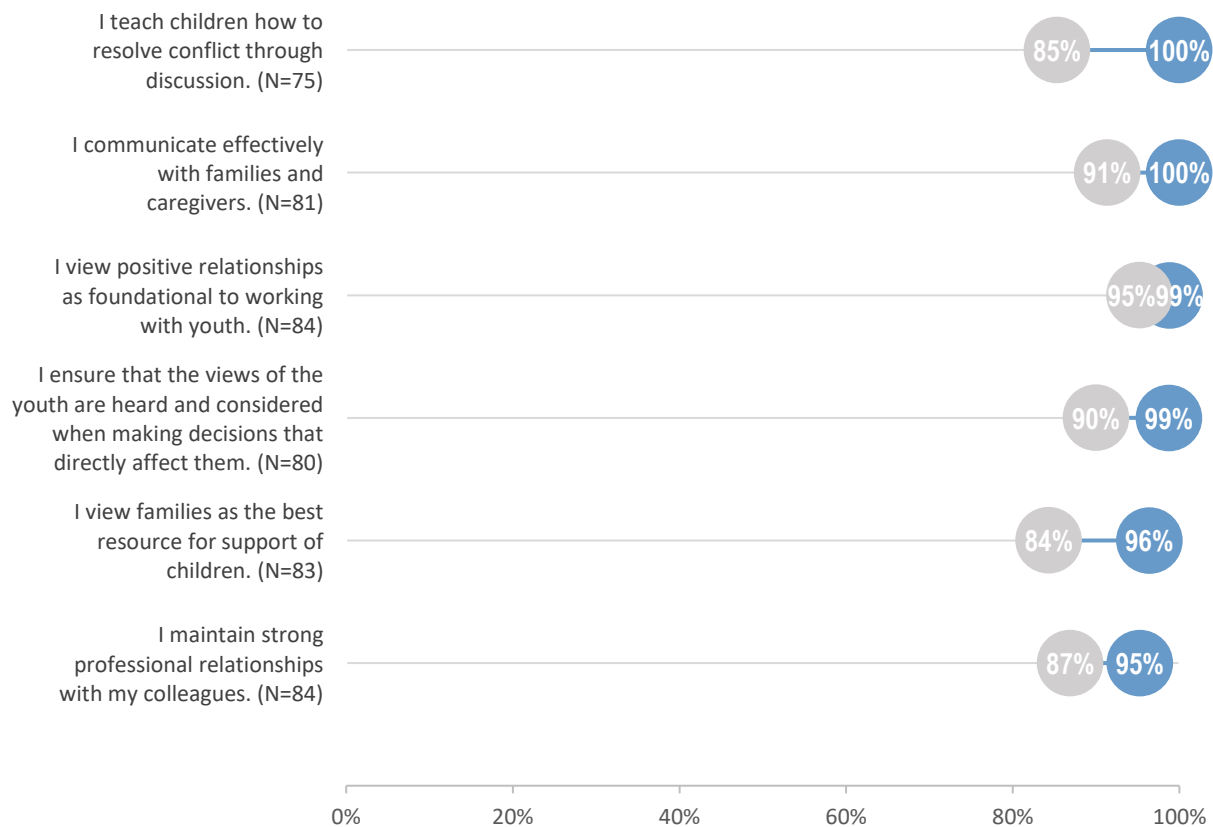
## Relationship & Communication

Through a retrospective pre-/post-survey, respondents were asked to rate their level of agreement with statements describing their perceptions and behaviors related to relationships and communication. In total, 75 – 84 respondents provided complete ratings. Areas where respondents indicated the greatest growth (as indicated by Agree/Strongly Agree responses) included the following:

- ❖ Teaching children how to resolve conflict through discussion (15 percentage point increase)
- ❖ Viewing families as the best resource for support of children (12 percentage point increase)

Figure 15: Relationship & Communication

The percentage of participants who *agreed* or *strongly agreed* increased in every category from **before the CYC certification** to **now/after certification**.



Pre and post composite scores were created for Relationship & Communication by summing the item-level scores from each response. A Wilcoxon signed-rank test indicated that scores increased significantly ( $z = -5.507, p < .001$ ) from before the CYC certification ( $Mdn = 26.0$ ) to after completion of the certification ( $Mdn = 29.0$ ). There was a large effect size ( $r = -0.64$ ). For further data, see Tables A24-A29 in the Appendix.

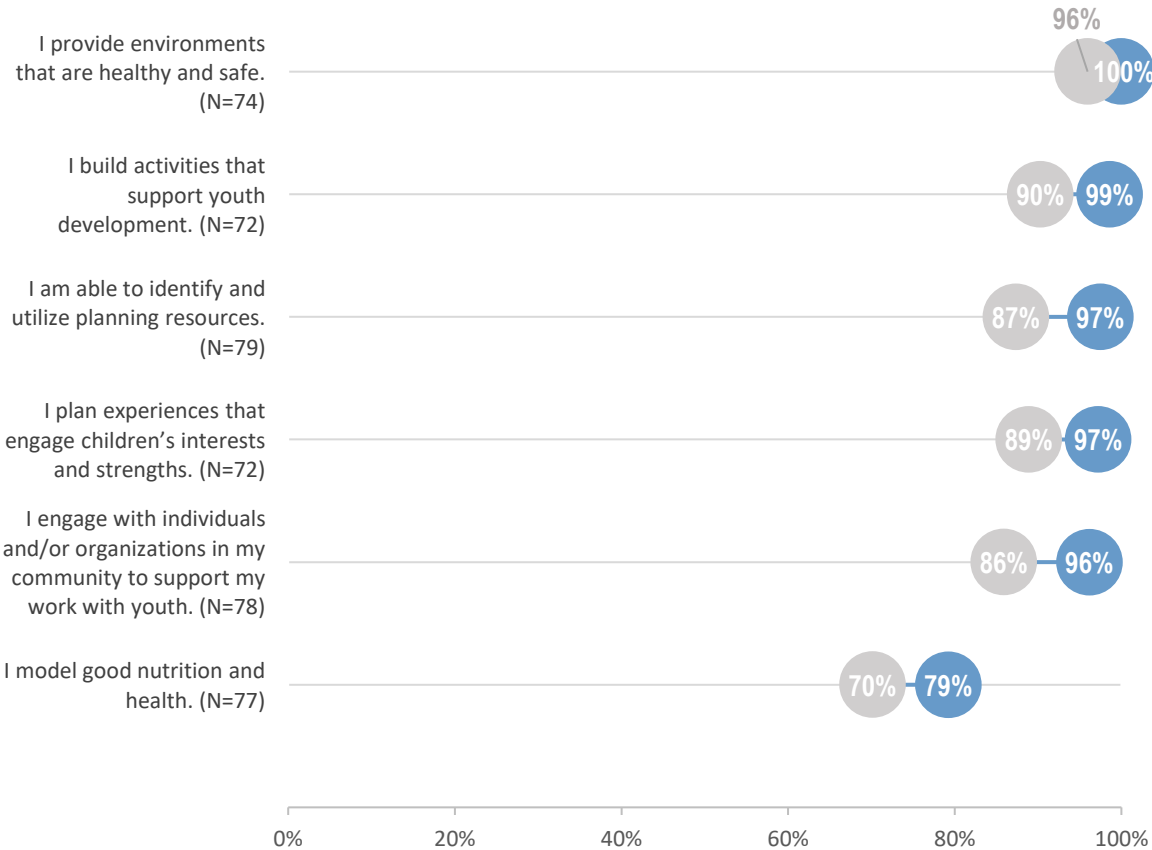
# Developmental Practice Methods

Through a retrospective pre-/post-survey, respondents were asked to rate their level of agreement with statements describing their perceptions and behaviors related to developmental practice methods. In total, 72 – 79 respondents provided complete ratings. Areas where respondents indicated the greatest growth (as indicated by Agree/Strongly Agree responses) included the following:

- ❖ Identifying and utilizing planning resources (10 percentage point increase)
- ❖ Engaging with individuals and/or organizations in my community to support my work with youth (10 percentage point increase)

Figure 16: Developmental Practice Methods

The percentage of participants who *agreed* or *strongly agreed* increased in every category from *before the CYC certification* to *now/after certification*.



Pre and post composite scores were created for Developmental Practice Methods by summing the item-level scores from each response. A Wilcoxon signed-rank test indicated that scores increased significantly ( $z = -4.022, p < .001$ ) from before the CYC certification ( $Mdn = 26.0$ ) to after completion of the certification ( $Mdn = 28.0$ ). There was a large effect size ( $r = -0.51$ ). For further data, see Tables A30-A35 in the Appendix.

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## CYC Experience

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Within the survey, CYC certified professionals were asked three open-ended questions about their CYC experience:

- ❖ What have been the greatest benefits of completing your CYC certification?
- ❖ How does your CYC certification influence the quality of your work with youth?
- ❖ Is there anything else you would like to share about your CYC experience?

### Benefits of CYC

The most common benefits of completing a CYC certification included (1) growing an individual's personal knowledge around youth work including an understanding of best practices and proven methodology, (2) having a CYC credential that provides personal validation and self-confidence, (3) growing an individual's personal network and relationships within the field of youth work, and (4) making strides towards professionalizing the field of youth work.

**“The greatest benefits of completing my CYC certification has been integrating better best practices into the program I direct.”**

**“Having the CYC-P after my name gives me more 'credit' to families.”**

**“I feel a sense of solidarity with the field of youth work by going through the necessary training and steps to become CYC certified. I've deepened my understanding of the field and made strong connections.”**

**“The greatest benefits of completing my certification include me becoming a true advocate for the professionalism and development for others in the field. I wish I was able to take advantage of the Foundations course back when I first started because it has truly helped guide my work.”**

### CYC Influence on Quality

Ways in which the CYC certification influenced the quality of individuals' work included (1) holding an individual accountable to higher standards, thereby increasing the quality of their work, (2) enhancing professional's skills in CYC competency areas, (3) growing an individual's knowledge of the youth work field, and (4) increasing personal confidence in providing youth work.

**“I feel like I try harder, as I am certified and need to make sure my work speaks to that. If the certification means anything, then the quality of my work must be top-notch.”**

**“I make sure that cultural pieces are part of weekly plans.”**

**“I am more aware of important trends and topics that are pivotal in the field of youth work.”**

**“The quality of work and services rendered to the youth had greatly improved. Now I see myself as highly resourceful and capable of meeting the needs of the youth I serve.”**

Another theme that came from respondent feedback was that the CYC certification did not influence the quality of their work. For many of these individuals, they have always tried hard and provided high-quality work and the CYC certification was a platform to communicate their high-quality to others.

**“I don't believe that it does [influence the quality of my work]; however, it is an opportunity for me to model for my staff as I know that many view it as important.”**

**“I feel like it didn't influence the quality of my work with youth. I have a passion working with youth and pour my heart and soul in it as I have for the past 30 years.”**

### **Additional Feedback for CYC**

Overall, individuals provided positive and encouraging comments in the final open-ended question requesting any additional feedback.

**“I believe it's been a positive experience and makes me intentional about my continuing education.”**

**“IYSA and the Journey were extremely helpful in helping me through this process. They helped with financial assistance, technical assistance and encouragement.”**

Individuals who were already experienced and/or licensed youth workers commented that the CYC certification experience was not especially impactful for them.

**“I think as a Licensed Professional it did not enhance my quality of work.”**

Respondents also expressed challenges around their CYC experience, including (1) their organizations and/or other organizations not recognizing the value of the CYC, and (2) the CYC process being laborious.

**“Organizations (including mine) in the area do not see the benefit of being CYC certified. We didn't get a pay increase for becoming certified, even at the professional level, and they don't really consider it when hiring or promoting.”**

In addition, individuals provided recommendations for future consideration, including (1) sharing about the CYC certification opportunity more broadly, (2) considering how to support youth workers of color, (3) sharing the steps to renew more clearly (e.g., checklist), (4) aligning the content covered in class to the content covered in the test, and (5) providing a certification less tailored to residential care.

**“We need to continue to push this opportunity to all youth workers in Indy.”**

**“I would like for the org to release demographic data to help identify disparities for the purpose of supporting minorities in the field.”**

For further data, see Tables A36-A38 in the Appendix.



# Appendix

## Job-Related Outcomes

The tables in the section below represent the raw survey data. As opposed to the body of the report that included only data from complete pre-/post- responses, the appendix includes all item-level responses.

Table A1

*How would you rate your agreement with the following statements?*

**I feel a personal calling to work with youth.**

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	0	0.0%
In the Middle	4	3.9%	10	10.3%
Agree	20	19.6%	22	22.7%
Strongly Agree	78	76.5%	64	66.0%
N/A	0	0.0%	1	1.0%
<b>Total</b>	<b>102</b>		<b>97</b>	

Table A2

*How would you rate your agreement with the following statements?*

**I feel burned out working with youth.**

	Now		Before Certification	
Strongly Disagree	11	10.9%	12	12.0%
Disagree	52	51.5%	33	33.0%
In the Middle	21	20.8%	33	33.0%
Agree	14	13.9%	13	13.0%
Strongly Agree	2	2.0%	6	6.0%
N/A	1	1.0%	3	3.0%
<b>Total</b>	<b>101</b>		<b>100</b>	

Table A3

*How would you rate your agreement with the following statements?*

**I intend to continue working with youth.**

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	1	1.0%
In the Middle	7	6.9%	16	16.0%
Agree	28	27.5%	29	29.0%
Strongly Agree	67	65.7%	53	53.0%
N/A	0	0.0%	1	1.0%
<b>Total</b>	<b>102</b>		<b>100</b>	

Table A4

How would you rate your agreement with the following statements?

I take pride in my accomplishments as a youth worker.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	0	0.0%
In the Middle	4	3.9%	13	13.0%
Agree	16	15.7%	34	34.0%
Strongly Agree	82	80.4%	52	52.0%
N/A	0	0.0%	1	1.0%
<b>Total</b>	<b>102</b>		<b>100</b>	

Table A5

How would you rate your agreement with the following statements?

I feel connected to the field of youth work.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	3	2.9%	7	7.0%
In the Middle	6	5.9%	19	19.0%
Agree	32	31.4%	36	36.0%
Strongly Agree	61	59.8%	38	38.0%
N/A	0	0.0%	0	0.0%
<b>Total</b>	<b>102</b>		<b>100</b>	

Table A6

How would you rate your agreement with the following statements?

I am invested in my organization.

	Now		Before Certification	
Strongly Disagree	0	0.0%	1	1.0%
Disagree	6	6.0%	4	4.1%
In the Middle	3	3.0%	13	13.4%
Agree	20	20.0%	20	20.6%
Strongly Agree	70	70.0%	57	58.8%
N/A	1	1.0%	2	2.1%
<b>Total</b>	<b>100</b>		<b>97</b>	

Table A7

Job-related outcomes:

	Yes		No	
Since completing your CYC certification, have you taken on greater responsibilities in your organization?	51	50.0%	51	50.0%
Since completing your CYC certification, have you applied for a promotion?	49	48.0%	53	52.0%
Since completing your CYC certification, have you received a pay increase?	50	49.0%	52	51.0%

Table A8

For those who responded “Yes” to receiving a pay increase, by how much has your pay increased?

- \$1.20
- \$1.50
- \$2 an hour
- \$3 an hour
- \$3,000
- \$3/hour
- \$30,000
- \$30,000
- \$4
- \$4,000
- \$5 an hour
- \$5000 however I do not attribute this to the certification
- .75
- 1.00
- 10 to 15 percent
- 10%
- 10,000
- 12,000
- 2%
- 2.00
- 20%
- 2000 yearly
- 20000 a year
- 3%
- 3%
- 3%
- 3%- Just for Cost of Living
- 3-5,000
- 400 dollars
- 5%
- 5%
- 5%
- 5%
- 5% plus tuition reimbursement
- 5,000 per year
- 5,000.00
- 5.00
- 500
- 80%
- Before certification: 20k; now, after promotion and 3 years of CoL raises: 41k
- Doubled - but not related to vertical ion. Different field
- From AmeriCorps to Fulltime
- Roughly \$4 an hour. I was promoted from hourly to salary
- Standard COL

## Professionalism

The tables in the section below represent the raw survey data. As opposed to the body of the report that included only data from complete pre-/post- responses, the appendix includes all item-level responses.

Table A9

How would you rate your agreement with the following statements?

I stay informed about the current professional issues in my profession.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	2	2.1%	6	6.3%
In the Middle	18	18.6%	31	32.3%
Agree	41	42.3%	41	42.7%
Strongly Agree	36	37.1%	17	17.7%
N/A	0	0.0%	1	1.0%
<b>Total</b>	<b>97</b>		<b>96</b>	

Table A10

How would you rate your agreement with the following statements?

I contribute to the ongoing development of my field.

	Now		Before Certification	
Strongly Disagree	0	0.0%	1	1.1%
Disagree	3	3.1%	14	14.7%
In the Middle	16	16.5%	23	24.2%
Agree	41	42.3%	33	34.7%
Strongly Agree	36	37.1%	23	24.2%
N/A	1	1.0%	1	1.1%
<b>Total</b>	<b>97</b>		<b>95</b>	

Table A11

How would you rate your agreement with the following statements?

I evaluate my own performance to identify areas for learning.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	8	8.4%
In the Middle	5	5.2%	19	20.0%
Agree	44	45.4%	39	41.1%
Strongly Agree	48	49.5%	29	30.5%
N/A	0	0.0%	0	0.0%
<b>Total</b>	<b>97</b>		<b>95</b>	

Table A12

How would you rate your agreement with the following statements?

I practice self-care in my daily life (e.g., wellness practices, stress management, support network).

	Now		Before Certification	
Strongly Disagree	1	1.0%	4	4.2%
Disagree	12	12.4%	20	20.8%
In the Middle	16	16.5%	30	31.3%
Agree	34	35.1%	25	26.0%
Strongly Agree	34	35.1%	17	17.7%
N/A	0	0.0%	0	0.0%
<b>Total</b>	<b>97</b>		<b>96</b>	

Table A13

How would you rate your agreement with the following statements?

I carry out my work tasks in a way that conforms to professional ethical principles and standards.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	1	1.0%
In the Middle	1	1.0%	5	5.2%
Agree	20	20.6%	34	35.4%
Strongly Agree	76	78.4%	56	58.3%
N/A	0	0.0%	0	0.0%
<b>Total</b>	<b>97</b>		<b>96</b>	

Table A14

How would you rate your agreement with the following statements?

I am comfortable advocating for the rights of youth and families.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	5	5.2%
In the Middle	2	2.1%	13	13.5%
Agree	26	26.8%	28	29.2%
Strongly Agree	69	71.1%	50	52.1%
N/A	0	0.0%	0	0.0%
<i>Total</i>	<b>97</b>		<b>96</b>	

## Cultural & Human Diversity

The tables in the section below represent the raw survey data. As opposed to the body of the report that included only data from complete pre-/post- responses, the appendix includes all item-level responses.

Table A15

How would you rate your agreement with the following statements?

I understand how my cultural values affect my work with youth and families.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	4	4.4%
In the Middle	3	3.3%	16	17.6%
Agree	31	33.7%	42	46.2%
Strongly Agree	58	63.0%	29	31.9%
N/A	0	0.0%	0	0.0%
<i>Total</i>	<b>92</b>		<b>91</b>	

Table A16

How would you rate your agreement with the following statements?

I am able to utilize resources to support cultural competence in my work.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	1	1.1%	4	4.3%
In the Middle	1	1.1%	16	17.4%
Agree	41	44.6%	50	54.3%
Strongly Agree	49	53.3%	22	23.9%
N/A	0	0.0%	0	0.0%
<i>Total</i>	<b>92</b>		<b>92</b>	

Table A17

How would you rate your agreement with the following statements?

I plan and implement programming and/or environments that is/are culturally responsive.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	1	1.1%	4	4.4%
In the Middle	4	4.4%	18	19.8%
Agree	36	39.6%	40	44.0%
Strongly Agree	47	51.6%	27	29.7%
N/A	3	3.3%	2	2.2%
<b>Total</b>	<b>91</b>		<b>91</b>	

Table A18

How would you rate your agreement with the following statements?

I celebrate diversity and use it as a basis for learning.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	4	4.4%
In the Middle	3	3.3%	13	14.3%
Agree	21	22.8%	35	38.5%
Strongly Agree	67	72.8%	37	40.7%
N/A	1	1.1%	2	2.2%
<b>Total</b>	<b>92</b>		<b>91</b>	

Table A19

How would you rate your agreement with the following statements?

I value cultural and human diversity and integrate it into my work.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	2	2.2%
In the Middle	2	2.2%	9	9.8%
Agree	26	28.3%	46	50.0%
Strongly Agree	64	69.6%	34	37.0%
N/A	0	0.0%	1	1.1%
<b>Total</b>	<b>92</b>		<b>92</b>	

## Applied Human Development

The tables in the section below represent the raw survey data. As opposed to the body of the report that included only data from complete pre-/post- responses, the appendix includes all item-level responses.

Table A20

How would you rate your agreement with the following statements?

I can recognize the developmental appropriateness of programs and environments.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	5	5.8%
In the Middle	1	1.2%	13	15.1%
Agree	27	31.4%	40	46.5%
Strongly Agree	57	66.3%	28	32.6%
N/A	1	1.2%	0	0.0%
<b>Total</b>	<b>86</b>		<b>86</b>	

Table A21

How would you rate your agreement with the following statements?

I develop plans for youth that support individual differences.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	1	1.2%
In the Middle	2	2.4%	10	11.6%
Agree	25	29.4%	39	45.3%
Strongly Agree	53	62.4%	34	39.5%
N/A	5	5.9%	2	2.3%
<b>Total</b>	<b>85</b>		<b>86</b>	

Table A22

How would you rate your agreement with the following statements?

I am able to identify and utilize resources to support healthy development.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	2	2.3%
In the Middle	2	2.4%	12	14.0%
Agree	27	31.8%	38	44.2%
Strongly Agree	55	64.7%	34	39.5%
N/A	1	1.2%	0	0.0%
<b>Total</b>	<b>85</b>		<b>86</b>	

Table A23

How would you rate your agreement with the following statements?

I am able to identify and utilize resources to support trauma responsive care.

	Now		Before Certification	
Strongly Disagree	0	0.0%	1	1.2%
Disagree	0	0.0%	3	3.6%
In the Middle	2	2.4%	14	16.7%
Agree	29	34.1%	42	50.0%
Strongly Agree	52	61.2%	23	27.4%
N/A	2	2.4%	1	1.2%
<b>Total</b>	<b>85</b>		<b>84</b>	

## Relationship & Communication

The tables in the section below represent the raw survey data. As opposed to the body of the report that included only data from complete pre-/post- responses, the appendix includes all item-level responses.

Table A24

*How would you rate your agreement with the following statements?*

**I teach children how to resolve conflict through discussion.**

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	0	0.0%
In the Middle	0	0.0%	11	12.9%
Agree	30	35.3%	36	42.4%
Strongly Agree	45	52.9%	31	36.5%
N/A	10	11.8%	7	8.2%
<i>Total</i>	<b>85</b>		<b>85</b>	

Table A25

*How would you rate your agreement with the following statements?*

**I ensure that the views of the youth are heard and considered when making decisions that directly affect them.**

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	2	2.4%
In the Middle	1	1.2%	6	7.1%
Agree	19	22.4%	41	48.2%
Strongly Agree	61	71.8%	33	38.8%
N/A	4	4.7%	3	3.5%
<i>Total</i>	<b>85</b>		<b>85</b>	

Table A26

*How would you rate your agreement with the following statements?*

**I maintain strong professional relationships with my colleagues.**

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	3	3.6%
In the Middle	4	4.8%	8	9.5%
Agree	20	23.8%	34	40.5%
Strongly Agree	60	71.4%	39	46.4%
N/A	0	0.0%	0	0.0%
<i>Total</i>	<b>84</b>		<b>84</b>	



Table A27

How would you rate your agreement with the following statements?

I view families as the best resource for support of children.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	1	1.2%	2	2.4%
In the Middle	2	2.4%	11	12.9%
Agree	27	31.8%	37	43.5%
Strongly Agree	54	63.5%	33	38.8%
N/A	1	1.2%	2	2.4%
<b>Total</b>	<b>85</b>		<b>85</b>	

Table A28

How would you rate your agreement with the following statements?

I view positive relationships as foundational to working with youth.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	1	1.2%
In the Middle	1	1.2%	3	3.6%
Agree	7	8.2%	24	28.6%
Strongly Agree	77	90.6%	56	66.7%
N/A	0	0.0%	0	0.0%
<b>Total</b>	<b>85</b>		<b>84</b>	

Table A29

How would you rate your agreement with the following statements?

I communicate effectively with families and caregivers.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	0	0.0%
In the Middle	0	0.0%	7	8.2%
Agree	23	27.1%	33	38.8%
Strongly Agree	58	68.2%	41	48.2%
N/A	4	4.7%	4	4.7%
<b>Total</b>	<b>85</b>		<b>85</b>	

## Developmental Practice Methods

The tables in the section below represent the raw survey data. As opposed to the body of the report that included only data from complete pre-/post- responses, the appendix includes all item-level responses.

Table A30

How would you rate your agreement with the following statements?

I plan experiences that engage children’s interests and strengths.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	1	1.2%
In the Middle	2	2.4%	7	8.5%
Agree	23	27.7%	36	43.9%
Strongly Agree	48	57.8%	31	37.8%
N/A	10	12.0%	7	8.5%
<b>Total</b>	<b>83</b>		<b>82</b>	

Table A31

How would you rate your agreement with the following statements?

I am able to identify and utilize planning resources.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	1	1.2%
In the Middle	2	2.4%	9	10.8%
Agree	25	30.5%	33	39.8%
Strongly Agree	53	64.6%	37	44.6%
N/A	2	2.4%	3	3.6%
<b>Total</b>	<b>82</b>		<b>83</b>	

Table A32

How would you rate your agreement with the following statements?

I model good nutrition and health.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	2	2.4%	2	2.4%
In the Middle	15	18.3%	21	25.3%
Agree	38	46.3%	39	47.0%
Strongly Agree	23	28.0%	16	19.3%
N/A	4	4.9%	5	6.0%
<b>Total</b>	<b>82</b>		<b>83</b>	

Table A33

How would you rate your agreement with the following statements?

I provide environments that are healthy and safe.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	0	0.0%
In the Middle	0	0.0%	3	3.6%
Agree	18	21.7%	26	31.3%
Strongly Agree	58	69.9%	46	55.4%
N/A	7	8.4%	8	9.6%
<b>Total</b>	<b>83</b>		<b>83</b>	

Table A34

How would you rate your agreement with the following statements?

I build activities that support youth development.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	0	0.0%
In the Middle	1	1.2%	7	8.5%
Agree	19	22.9%	27	32.9%
Strongly Agree	54	65.1%	39	47.6%
N/A	9	10.8%	9	11.0%
<b>Total</b>	<b>83</b>		<b>82</b>	

Table A35

How would you rate your agreement with the following statements?

I engage with individuals and/or organizations in my community to support my work with youth.

	Now		Before Certification	
Strongly Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	1	1.2%
In the Middle	3	3.7%	10	12.0%
Agree	33	40.2%	41	49.4%
Strongly Agree	43	52.4%	28	33.7%
N/A	3	3.7%	3	3.6%
<b>Total</b>	<b>82</b>		<b>83</b>	

## General Feedback

The following tables include verbatim responses provided by survey respondents.

Table A36

What have been the greatest benefits of completing your CYC certification?

- A network of other certified youth care workers.
- A unified theory and methodology for training professional youth workers.
- Added professionalism to the field. Greater knowledge and understanding of what other organizations are doing. Specific learning opportunities to better my practice.
- Adding letters to my name.
- An opportunity to learn the standards and self-assess, communal process of certifying with colleagues and supporting other colleagues with their CYC process after my certification.
- Awareness of all the ways I understand Youth Work and the ability to support others who serve youth.
- Becoming a stronger facilitator to the after-school students in several areas. This was done by attending workshops from the various required CYC domains.
- Being part of a professional community and have a credential that recognizes my skills and experiences.
- It gives me an edge up on others and really helped me see what areas of training I was lacking in.
- It provided a level of validation needed in my community where minorities do not get leadership in major youth serving organizations.
- It was a great review of what I've been doing for 40+ years. I loved hearing the other participants and interacting with them.
- Knowing I am part of a professional certification and being able to tell others about the importance of youth workers.
- Learning more and better ways to connect with young people.
- Listing credentials.
- My understanding, knowledge, and experience of working with youth- spoke volume as I completed the CYC-P.
- NA
- Networking with other CYC's.
- Opening my eyes to be better at cultural differences and celebrating them openly.

- Being part of the movement that is trying to professionalize youth work, otherwise, there are no person benefits.
- CEU's. professional growth opportunities
- Connecting other youth workers to the CYC certification and advocating for the increased professionalism in my organization.
- Feeling of accomplishment for myself.
- Getting more information about how to perform better for my students.
- Giving me a language to discuss the professionalization of my work.
- Growing the field of youth work within Indiana.
- Having a better understanding of how to work with youth to improve their quality of life and support a better future for them.
- Having a set of competencies that all youth workers can use to share what we do.
- Having an additional certification that makes me relevant in the field. Though, still hopeful of getting more responsibilities but I feel really fulfilled.
- Having the CYC-P after my name gives me more 'credit' to families.
- Honestly, I haven't experienced much change since receiving my CYC-P in 2017. I feel most companies don't understand/realize the importance of the CYC-P certification and just see us as glorified babysitters.
- I am grateful to have gotten it finished this year considering all that has gone on in the year.
- I feel a sense of solidarity with the field of youth work by going through the necessary training and steps to become CYC certified. I've deepened my understanding of the field and made strong connections.
- I feel for our organization, having a CYC certified staff member here continues to give us professional standing in our community amongst the Youth and Young Adults we serve as well as with our many resource partners we work with.
- I feel like it was important to complete my CYC certification to help move the field of youth work forward.
- I feel proud and more confident.
- I have not seen much difference since completing my CYC certification.
- I realized that I had enough credits to renew my teaching license. Then I applied for a teaching job and did get a salary increase. The CYC certification just gave me a chance to reflect on my accomplishments as youth worker and see that there were new possibilities for me.
- I think having two CYC certified employees in our small organization enhances our credibility and advocacy for youth.
- I was blessed with access to the Journey in Indiana and have loved their support.
- Practical training that allows for the most effective programs to be implemented.
- Professional development.
- Recognition as Youth Worker Professional; created sense of community.
- Recognition of our work.
- Sorry. No added value.
- Support of the field and engagement with CYCC specific issues.
- The ability to align myself and my work with other youth workers across the world. Pay increase.
- The certification allowed for me to feel more comfortable and confident in my ability to provide for youth and their families.
- The educational opportunities provided.
- The experience of obtaining it.
- The greatest benefit has been personal satisfaction of knowing I worked hard to achieve certification.
- The greatest benefit I have experienced is the networking that has come with being a CYC Youth worker.
- The greatest benefit is the network of other youth workers. I also have way more confidence in my work with Youth.
- The greatest benefits of completing my certification include me becoming a true advocate for the professionalism and development for others in the field. I wish I was able to take advantage of the Foundations course back when I first started because it has truly helped guide my work.
- The greatest benefits of completing my CYC certification has been integrating better best practices into the program I direct.
- The knowledge and respect that I am given being a CYC Youth Worker.
- The knowledge gained through the certification process is priceless; however, the resources that are now at my fingertips through my CYC and youth organization membership are fantastic and helpful in my professional role.
- The knowledge I have been able to gain via continued training.
- The most beneficial part of receiving my CYC certification is that I can get higher positions. Organizations recognize my experience and knowledge.
- The network and being able to train the upcoming youth professionals.
- The networking with great people and with similar passions. I unfortunately entered a job that was outside of the youth services field shortly after receiving CYC-P certification. I haven't been able to find a new position in the field of youth work with the salary I need to make to pay off student loans.
- The recognition that I received for being a professional in the field.
- This certification has not really impacted me personally or professionally.

- I'm more aware of how I plan, my classroom culture and how to respond and interact with children.
- Increased responsibilities and pay at work.
- It allows our school to be recognized as having CYC Certified employees.
- it forces me to stay up on professional trends and trainings in order to renew.
- Understanding the core competencies and the foundation of youth work in a greater sense.
- Understanding the reason why youth need help and knowing how to respond to a youth in need.
- Unsure.
- While the company I work with does not provide and incentive for this certification, I know the value it holds. I know that the certification provides more of a validity to what I do to those outside of my organization.

Table A37

*How does your CYC certification influence the quality of your work with youth?*

- Adds value to my work.
- Although I do not work directly with youth on a daily basis, my certification has enhanced my program planning and collaborative efforts with my colleagues.
- Although I feel as if CYC is vital, I am always working in the highest capacity as possible.
- Confirmation of the need to engage and support the competencies.
- Enhances, professionalizes.
- Even though I've always tried to do my best, this has improve.
- Expanding my network of support and introducing me to other professionals in youth work to connect with and seek out for guidance, support and partnerships.
- Holding myself to higher standards.
- I am always thinking about what developmentally appropriate.
- I am more aware of important trends and topics that are pivotal in the field of youth work.
- I am more confident.
- I believe it's mostly the same as before my certification.
- I can point to evidence-based research to promote best practices.
- I can reflect back on the training I received and model my performance to fit it.
- I don't believe that it does, however it is an opportunity for me to model for my staff as I know that many view it as important.
- I don't think it really influences the quality of my work I always had high quality work.
- I feel as though the quality is the same. I have always put kids first. I have always done what is best for them while making sure they have a voice in the program.
- I feel like I try harder, as I am certified and need to make sure my work speaks to that. If the certification means anything, then the quality of my work must be top-notch.
- I feel like it didn't influence the quality of my work with youth. I have a passion working with youth and pour my heart and soul in it as I have for the past 30 years.
- I work more with youth since my certification. I've been able to plan and hold activities with groups. Due to the pandemic and time constraints, I'm not able to adapt the activities as much as I'd like to but the kids seems to have taken something positive away from the experience regardless. I look forward to working with kids more in the future.
- I work with Youth Workers and I think the CYC competencies help them know where they need to grow and what they do well.
- I'm not sure the certification influences my quality of work. I do believe the knowledge gained through the process has influences my overall quality of work with youth and adults.
- I've always strived to give quality programming to the youth I've worked with.
- I've become a better youth worker. I reflect a great deal more.
- It continues to keep me in touch with other CYC certified friends, the information I receive about training and general information is constantly assisting me in continuing to look forward in our field of Youth/Young Adult care. It makes me always want to uphold the standard of being a CYC Professional.
- It does not.
- It does not. Working with youth, making a difference in the lives of youth and families and providing opportunities and a safe place has been and will continue to be my passion.
- It exemplifies the highest standard and quality in the programs, practices, and ongoing staff development.
- It gives me confidence.
- It gives me credentials for what I already have in place.
- It has no real affect.
- It has not impacted the quality of my work with youth.
- It has reinforced the importance and relevance.
- It helps me hold my team to a standard this is backed by academia and science.
- It helps me to see how my own background affects how I lead.
- It holds me to a different a standard.

- I feel my CYC certification reminds me of the network of professionals I can rely on for resources to meet the changing needs of the youth I serve.
- I feel that I have more confidence with having the certification and I am often looking to participate in learning opportunities to ensure growth in my skills and techniques.
- I feel that I hold myself to a higher standard. I do not believe my organization or community understands it's value.
- I have always produced great quality youth work. Having my CYC certification allows me to reach more youth.
- I know better how to think about the child and the practitioner perspective. I am more aware about the nuances and techniques to incorporate families into conversations effectively.
- I know it is a great reward for getting through to just one child and getting to influence and support them individually.
- I make sure that cultural pieces are part of weekly plans.
- I no longer work directly with youth. I now support youth serving agencies, so some of the questions were challenging to answer.
- I think it encourages me to provide quality work to youth by researching and collecting work that has been useful and engaging.
- I think it strengthens the desire to positively impact youth.
- It is valued in my organization.
- It motivates me to continue to be an influence in the lives of our youth and spread the word of the CYC and the benefits of recognizing youth work.
- It says that I am qualified.
- It was improved my quality of youth work as I had very limited practical training on how to develop youth programs and how to ensure that the youth I work with are fully supported.
- Knowing I'm held to a professional standard.
- Makes me more aware of what I need to be better at my job.
- My quality is stronger because of the employment change. I continue to put a lot of time and energy into my planning and interaction with the children and families I have in my program. My employer does not recognize my CYC certification.
- NA
- None
- People take me more seriously.
- Self-Confidence.
- Serves as a reminder of the standards.
- The certification influences my work in that now I am truly a voice for other youth workers, an advocate for the CYC and additional certifications in the field. I am doing much more evaluation.
- The CYC certification has made me more aware of individual needs even more in our year to year school requirements.
- The quality of work and services rendered to the youth had greatly improved. Now I see myself as highly resourceful and capable of meeting the needs of the youth I serve.

Table A38

*Is there anything else you would like to share about your CYC experience?*

- Certification seemed tailored to residential care, would like to see a broader certification that is applicable to the varied positions within youth work.
- Feels a bit insulting to expect this professional affiliation to change my work after nearly 40 years in the field prior credentials. The impact is not noticeable.
- Great experience and hope to enter the field of youth work in the near future.
- How to renew should be more clearly share. Like an annual checklist or something. It was really rewarding to earn but I think it's easy to forget the qualifications for renewal.
- I am proud to have taken this journey that I really did not know much about. Working with youth and young adults is my calling. I am honored to be considered as part of the Professionals who do this and have the skill, mastery and credentials to show for my work and what I love doing.
- I appreciate the benefits of being part of the program.
- IYSA and the Journey were extremely helpful in helping me through this process. They helped with financial assistance, technical assistance and encouragement.
- Just that I'm very thankful for the opportunity to participate.
- My agency has no real value of my CYC certification so there has been no financial benefit after having obtained it.
- N/a
- N/a
- N/A
- NA
- Needs to be more widely shared.
- No
- No
- No one knows what it is and I always have to explain. It does not mean anything out in the real world.
- No, thank you!
- No.
- Not at this time.

- I believe it's been a positive experience and makes me intentional about my continuing education.
- I don't feel the test reflected the material that we covered in our class. I definitely will and have recommended the program to other colleagues.
- I got my CYC more to be a model/example than for the benefit it might provide me. I don't believe it has affected any raise or promotion one way or another in my organization.
- I think as a Licensed Professional it did not enhance my quality of work, I can see the benefit of a CYC for individuals who pursue a degree (or no degree) in areas outside social work, psych, criminal justice, etc. to give some professionalism to their role as a youth worker but I do not see the benefit for those who are licensed to work with individual/groups.
- I would like for the org to release demographic data to help identify disparities for the purpose of supporting minorities in the field.
- I've learned that youth come from all different levels of life and each have a unique experience. It's difficult to have group activities that reach each kid in an effective way but if you are able to work with a kid one-on-one you can make a greater impact. Kids need to socialize and be active. More often than not kids would prefer to work together on a project than by themselves and if you can give them time to run around before doing an educational activity like a presentation they are more likely to pay attention. I think the most important thing I've learned is to be patient and learn more about the kids. The more you learn the more you understand why they act out and how to work with them more effectively.
- I'm glad to be a part of it.
- It is a reflective and rewarding application process.
- It validates that our work is important and gives more meaning to ongoing professional development.
- It was challenging but rewarding.
- It was pretty laborious and my certifications lapsed and I am just not sure it's worth my time to go through it again.
- It was very simple. I appreciate the work that everyone did and the flexibility of the process!
- It's a great way to re-look at how we work and where we need to get better.
- It's been great.
- Obtaining the CYC certificate was at times nerve racking. But at the end, when your certificate arrives, there is a huge sense of pride and accomplishment for yourself and that you are wanting to be the best you can be for your students and your program.
- Organizations (including mine) in the area do not see the benefit of being CYC certified. We didn't get a pay increase for becoming certified, even at the professional level, and they don't really consider it when hiring or promoting. The two of us who are certified in the organization see the benefits of it and what it means, but those who have not went through the process don't understand what it takes to get it. We've been asking to get more certified, but they are hesitant as they don't see the merit.
- Outside of the goal to use this experience and certification for future employment, my employer has provided no reason to take my entry level certification to either associate or professional level.
- The 3-year certification process is not ideal, is time consuming. I would prefer a 5-year recertification to be more appropriate based off the demands of youth workers.
- The certification means nothing to the organization I work and that is sad. It was a lot of work to achieve and it was looked over as though it's nothing and I work for the IN Dept. of Child Services. This state agency should be the most bought in to the benefits of the CYC certification and it's impact on how the worker will engage with and for youth thereafter.
- The CYC is essential if we are to grow the field of youth work into a professionally recognized field
- The experience has been tremendous and I'm highly motivated. What I thought I could not achieve or don't know become a reality. and I now see myself as capable.
- This is a valuable opportunity for youth workers that may not feel value in their career or even realize youth work is a career path.
- We need to continue to push this opportunity to all youth workers in Indy. It not only allows us to be better prepared and skilled for the work we do, but gives us the encouragement to continue to build on our own!

## About You

Table A39

Which of the following CYC certifications have you completed (Please select all that apply)?

	Frequency	Percent
Entry (CYC)	17	20.7%
Associate (CYC-A)	13	15.9%
Professional (CYC-P)	52	63.4%
<i>Total Number of Individuals with One or More Responses</i>	<b>82</b>	

Table A40

In what year did you complete your certification or most recent renewal?

	Frequency	Percent
2006	1	1.2%
2014	1	1.2%
2016	3	3.7%
2017	7	8.5%
2018	9	11.0%
2019	14	17.1%
2020	30	36.6%
2021	16	19.5%
Don't recall	1	1.2%
<i>Total</i>	<b>82</b>	

Table A41

What is your highest level of education?

	Frequency	Percent
Some high school, no degree	0	0.0%
High school/GED	5	6.2%
Vocational/technical training program	0	0.0%
Some college, no degree	12	14.8%
Associate's or two-year degree	2	2.5%
Bachelor's degree	30	37.0%
Master's degree or higher	32	39.5%
<i>Total</i>	<b>81</b>	

Table A42

With which race do you identify?

	Frequency	Percent
American Indian or Alaska Native	0	0.0%
Asian	0	0.0%
Black or African American	15	18.8%
More Than One Race	4	5.0%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	60	75.0%
Prefer to self-describe (please specify)	1	1.3%
<i>Total</i>	<b>80</b>	



Table A43

*Which best describes your ethnicity?*

	Frequency	Percent
Hispanic or Latino/a	3	3.7%
Non-Hispanic	78	95.1%
Unsure	1	1.2%
<b>Total</b>	<b>82</b>	

Table A44

*With which gender do you identify?*

	Frequency	Percent
Female	68	82.9%
Male	13	15.9%
Prefer to self-describe (please specify)	1	1.2%
<b>Total</b>	<b>82</b>	

Table A45

*What is your age?*

	Frequency	Percent
Under 18	0	0.0%
18-29	9	11.0%
30-39	22	26.8%
40-49	26	31.7%
50-59	17	20.7%
60 or older	8	9.8%
<b>Total</b>	<b>80</b>	

Table A46

*Are you currently working for a youth serving organization?*

	Frequency	Percent
Yes	78	95.1%
No	4	4.9%
<b>Total</b>	<b>82</b>	

Table A47

*Are you currently a foster parent?*

	Frequency	Percent
Yes	4	4.9%
No	78	95.1%
<b>Total</b>	<b>82</b>	

## About You – Individuals in Youth Serving Organizations or Foster Parents

Data in this next section are for individuals who selected “yes” to the question “Are you currently working for a youth serving organization?” or “yes” to the question “Are you currently a foster parent?” All other respondents did not receive this section of the survey.

Table A48

*Which of the following best describes the field in which you work (Select all that apply)?*

	Frequency	Percent
After school programs	47	60.3%
Basic residential care	2	2.6%
Clinic-based day treatment services	0	0.0%
Early childhood	8	10.3%
Early interventions	2	2.6%
Emergency shelter	3	3.8%
Foster home	2	2.6%
Funder	3	3.8%
Government	5	6.4%
In-home detention programs	0	0.0%
In-home family care & treatment services	2	2.6%
Juvenile corrections	2	2.6%
Medical hospital/clinic	1	1.3%
Nonprofit organization	39	50.0%
Prevention/intervention programs	8	10.3%
Psychiatric hospital	0	0.0%
Public or private school	13	16.7%
Recreation	4	5.1%
Residential treatment	1	1.3%
Street outreach	2	2.6%
Transitional living	0	0.0%
Other (please specify)*	6	7.7%
<b>Total Number of Individuals with One or More Responses</b>	<b>78</b>	

\*Other Responses included: Extension Education, Higher education, Mental / behavioral health, Student services (18-22), Teacher, and Training and professional development.

Table A49

*Which of the following best describes your current role?*

	Frequency	Percent
Direct care worker	9	11.5%
Educator	16	20.5%
Supervisor	17	21.8%
Administrator	24	30.8%
Counselor	0	0.0%
Therapist	3	3.8%
Foster parent	0	0.0%
Other (please specify)*	9	11.5%
<b>Total</b>	<b>78</b>	

\*Other Responses included: Administrator, supervisor, therapist; Central Office Leadership/Mid-Level Director; Consultant; Direct and Site Director; Director; Lead Program Coordinator; Program Assistant; Unit Director; and Victim assistance.

Table A50

*Which best describes your current state of employment?*

	Frequency	Percent
Full-time (40+ hours a week)	65	83.3%
Part-time (less than 40 hours a week)	11	14.1%
Self-employed	0	0.0%
Unemployed and looking for work	0	0.0%
Unemployed, NOT looking for work	0	0.0%
Student	0	0.0%
Retired	0	0.0%
Other (please specify)*	2	2.6%
<b>Total</b>	<b>78</b>	

\*Other Responses included: Full-time (35+ hours/week).

Table A51

*Including prior positions, how long have you worked with youth?*

	Frequency	Percent
Less than 1 Year	1	1.3%
1-2 Years	1	1.3%
3-5 Years	6	7.7%
5-10 Years	20	25.6%
11-15 Years	9	11.5%
16-19 Years	9	11.5%
20+ Years	32	41.0%
<b>Total</b>	<b>78</b>	

Table A52

*In your current position, how often do you directly work with youth?*

	Frequency	Percent
Never	4	5.1%
Less than Once a Month	8	10.3%
Once a Month	8	10.3%
Every 2-3 Weeks	4	5.1%
Once a Week	7	9.0%
A Few Days per Week	11	14.1%
Daily	36	46.2%
<b>Total</b>	<b>78</b>	

Table A53

*Are you a retiree who has begun a second career working with youth?*

	Frequency	Percent
Yes	1	1.3%
No	76	98.7%
<i>Total</i>	<i>77</i>	

## About You – Neither Individuals in Youth Serving Organizations nor Foster Parents

Data in this next section are for individuals who selected “no” to the question “Are you currently working for a youth serving organization?” and “no” to the question “Are you currently a foster parent?” All other respondents did not receive this section of the survey.

Table A54

*Which best describes your current state of employment?*

	Frequency	Percent
Full-time (40+ hours a week)	3	75.0%
Part-time (less than 40 hours a week)	0	0.0%
Self-employed	1	25.0%
Unemployed and looking for work	0	0.0%
Unemployed, NOT looking for work	0	0.0%
Student	0	0.0%
Retired	0	0.0%
Other (please specify)	0	0.0%
<i>Total</i>	<i>4</i>	

Table A55

*Including prior positions, how long have you worked with youth?*

	Frequency	Percent
Less than 1 Year	0	0.0%
1-2 Years	0	0.0%
3-5 Years	1	25.0%
5-10 Years	0	0.0%
11-15 Years	1	25.0%
16-19 Years	0	0.0%
20+ Years	2	50.0%
<i>Total</i>	<i>4</i>	

Table A56

*During what year did you leave the youth field?*

	Frequency	Percent
2017	1	25.0%
2018	1	25.0%
2019	1	25.0%
2021	1	25.0%
<i>Total</i>	<i>4</i>	

## Table A57

### *Why did you choose to leave the youth service field?*

- Have not left.
- Pay. Weekend and eve of work took away from my own family.
- The current position I served in was funded by AmeriCorps and there weren't any full time positions available so I looked for full time employment. I was hired on by [an employer] and still employed there currently.
- The question doesn't capture the many ways to indirectly serve youth. I now work with a funder and support youth serving agencies. I help to collaborate with organizations to provide community support for parents and children. I also help community organizations connect with schools. So though I no longer work directly with youth, I view my work as supporting youth workers.