

## Dutch competence matrix minor recap

This is a minor recap of the Dutch competence matrix for youth workers. It has been developed by [Bianca Boender of You!nG](#) and [Dick Smit](#) in addition to a renewed Professional Competence Profile of the Dutch child- and youth worker. Youth workers can use this matrix as a self-assessment tool but it is also available as part of a (team) assessment program and as the basis of a training course on competences of youth workers. It does not aim to judge whether or not someone is a “good” youth worker or a junior or senior youth worker. It is meant to stimulate youth workers to reflect on their work and to keep on *developing* themselves professionally.

In Green the competences and skills divided into 7 category's:

- 1 – Basic attitude
- 2 – Being present (Andries Baart)
- 3 – Working Methodically
- 4 – Networking
- 5 – Professionalism
- 6 – Organizational context
- 7 – Personal Context

The main characteristics in the practice of youth work:

**Streetwise:** Aims at the target groups, knowing how to connect with young people, communicate, knowing who they are, where to find them, their needs, their talents, etcetera (both online and off-line)

**Booksmart:** have the knowledge of methods, research surveys, digital tools, basic knowledge of sociology, pedagogy, adolescent psychology and be able to apply these in your work.

**System Sensitive:** Know how to create and maintain formal and informal networks with various partners (police, schools, youth care, (sport)clubs and “Significant Others” and are able to influence these networks in order to organize the needed support or new chances for young people (e.g advocacy).

Levels:

- 1 not developed or not relevant
- 2 slightly developed
- 3 developed
- 3 strongly developed

After filling in the matrix you get a pie chart of the three characteristics and the average score per competence/skill. This also gives one insight in the composition of the team of professionals.

### PERSOONLIJK COMPETENTIE ONTWIKKELING MATRIX JONGERENWERKER

Naam	Streetwise				Booksmart				Systeem-sensitief				stop
	1	2	3	4	1	2	3	4	1	2	3	4	
1. geen 2. weinig 3. ontwikkeld 4. sterk ontwikkeld													Gem.
<b>#basishouding</b>	#####	#####	#####	#####	#####	#####	#####	#####	#####	#####	#####	#####	#####
Je houdt het einddoel voor ogen: kinderen en jongeren ondersteunen in hun ontwikkeling naar actief burgerschap													####
Je hebt oprechte interesse in de leef- en belevingswereld van het kind en de jongere en zijn omgeving													####
Je bent je bewust van de voorbeeldfunctie die je voor kinderen en jongeren hebt													####
Je werkt vanuit de (ped)agogische opdracht													####
Je werkt ontwikkelingsgericht													####
Je biedt kinderen en jongeren een veilige omgeving waar zij zich vrij voelen om zichzelf te zijn													####
<b>#Present werken:</b>	#####	#####	#####	#####	#####	#####	#####	#####	#####	#####	#####	#####	#####
leef- en belevingswereld van het kind en de jongere en zijn systeemwereld													####
Je bouwt betekenisvolle relaties op													####



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