



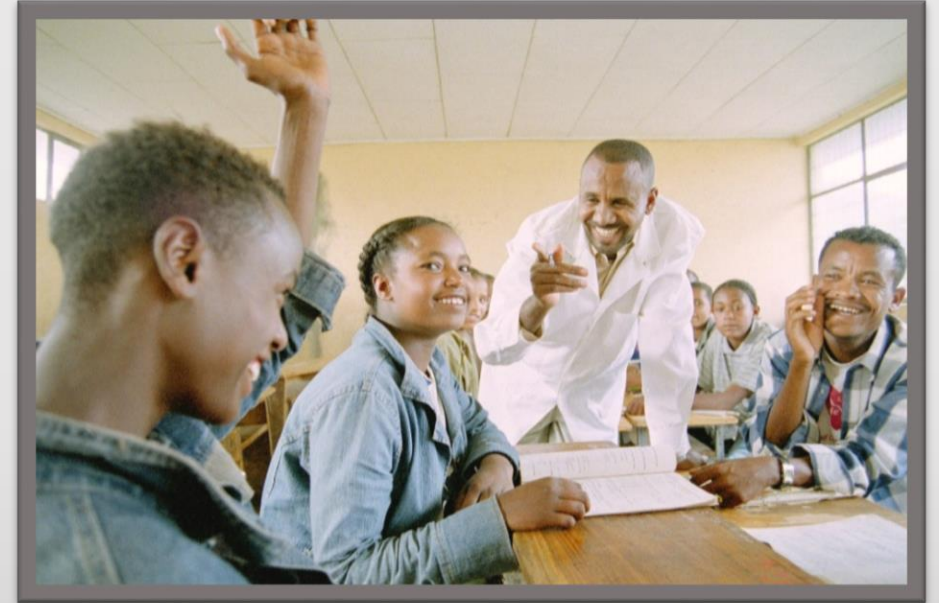
Softs Skills Measures for International Youth Development Programs

Tommy Galloway and Laura Lippman

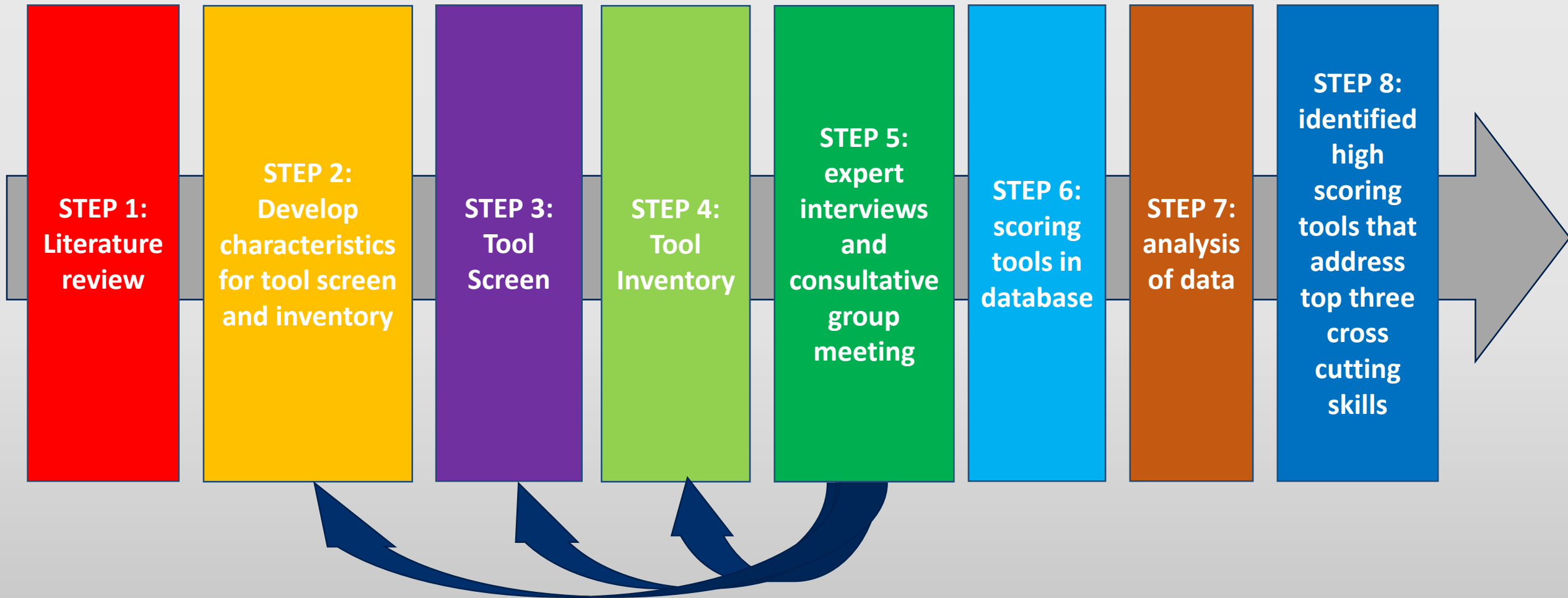
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Purpose of this activity

- To identify strong measures of the nine key skills that emerged from our review that foster positive youth outcomes across sectors
- Applied criteria on suitability for international youth programs.



Process of Screening and Review of Tools



Measurement Tool Screen

Is it aligned with the top skills from our reviews?



Is it age (12-29) and contextually appropriate?



Is there a cost?



YPA Soft Skills Measurement Tools Review: Initial Selection Screen

Tool Title	Tool Content Validity (if 'no', exclude)	Soft Skill(s) identified	Notes	Age Appropriateness (if 'no', exclude)	Notes	Contextual Appropriateness	Notes	Measures Change	Notes	Cost of tool	Final verdict
Tool A	yes	self-control	measures self-regulation	yes	adolescents	yes	Generally appropriate			none	yes

Characteristics of Tool Inventory

- Author/developer
- Type of assessment
- Usage description
- Intended age range
- Evidence of international usage
- Administration characteristics
- Key soft skills addressed using common skill terms developed for the project
- All soft skills addressed using authors' terms
- Outcomes that the measure has been used with
- Number of questions per construct
- Type of response scale
- Samples tested
- Evidence of Validity
- Evidence of Reliability
- Adaptability considerations
- Fairness or evidence of bias
- Cost, if any
- Link to the assessment, if available

Measurement Tool Scoring

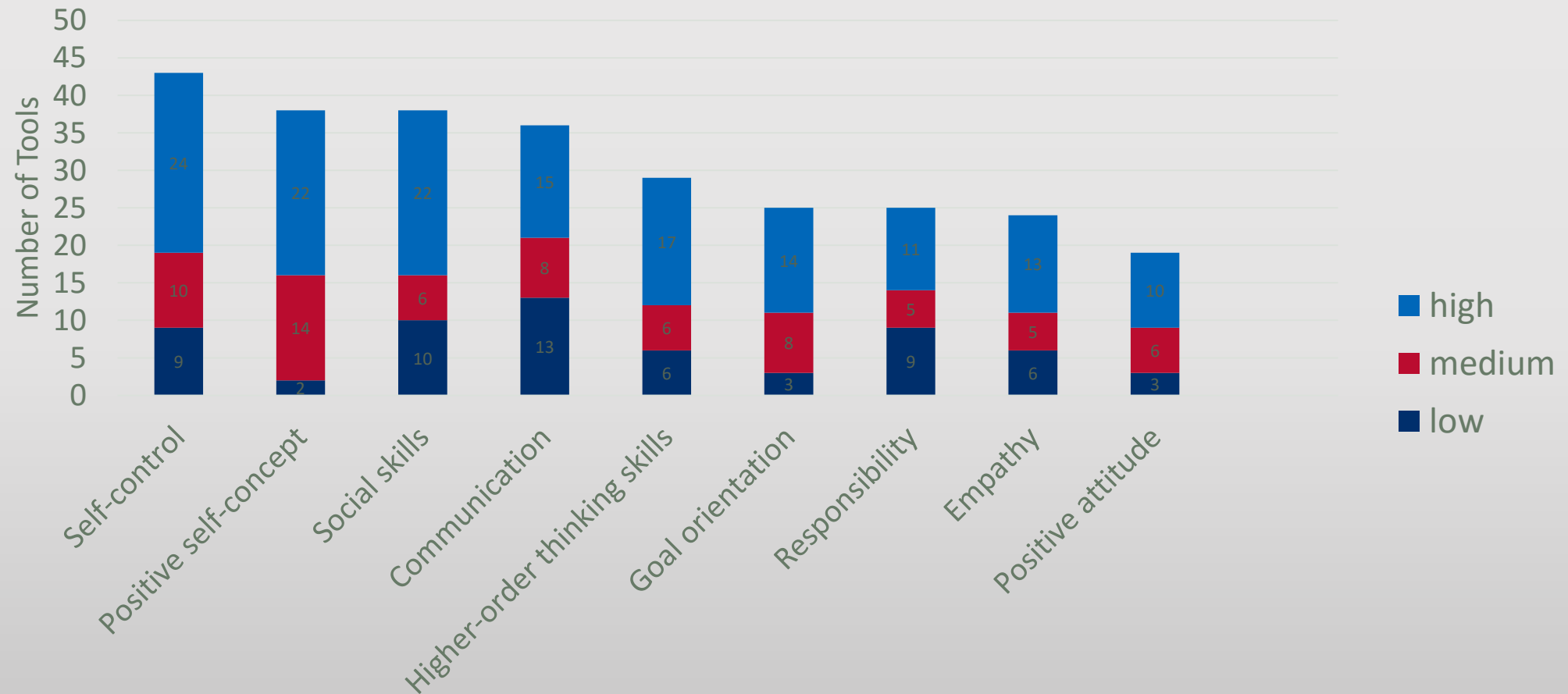
Scored between 0, 0.5, and 1 based on whether evidence provided meets commonly accepted thresholds

Four criteria comprise “ease of use”, each can score 0.25 for a total score of 1

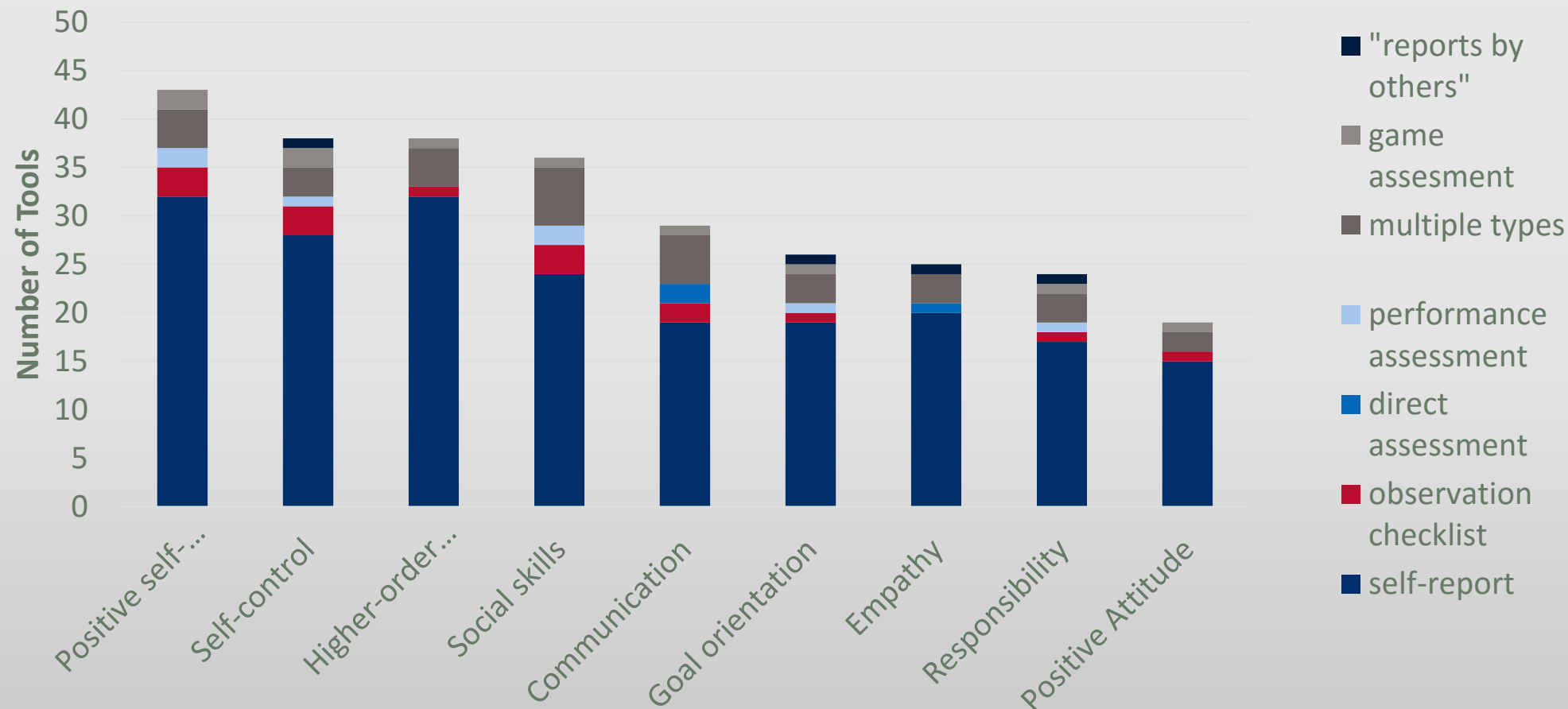


Assessment Name	Aligned w/ Intl. Youth Programs	Evidence of Validity	Outcomes Tested	Evidence of Reliability	Evidence of Intl. use	Relevant Sample Tested	No Computer, Tablet, Smart Phone Required	No Trained Personnel Required	English + Other Languages	Short Length of Admin	TOTAL (out of 7.0)
Measurement Tool X	yes	yes*	yes	yes*	yes	yes	not required	not required	yes	no info.	6.75

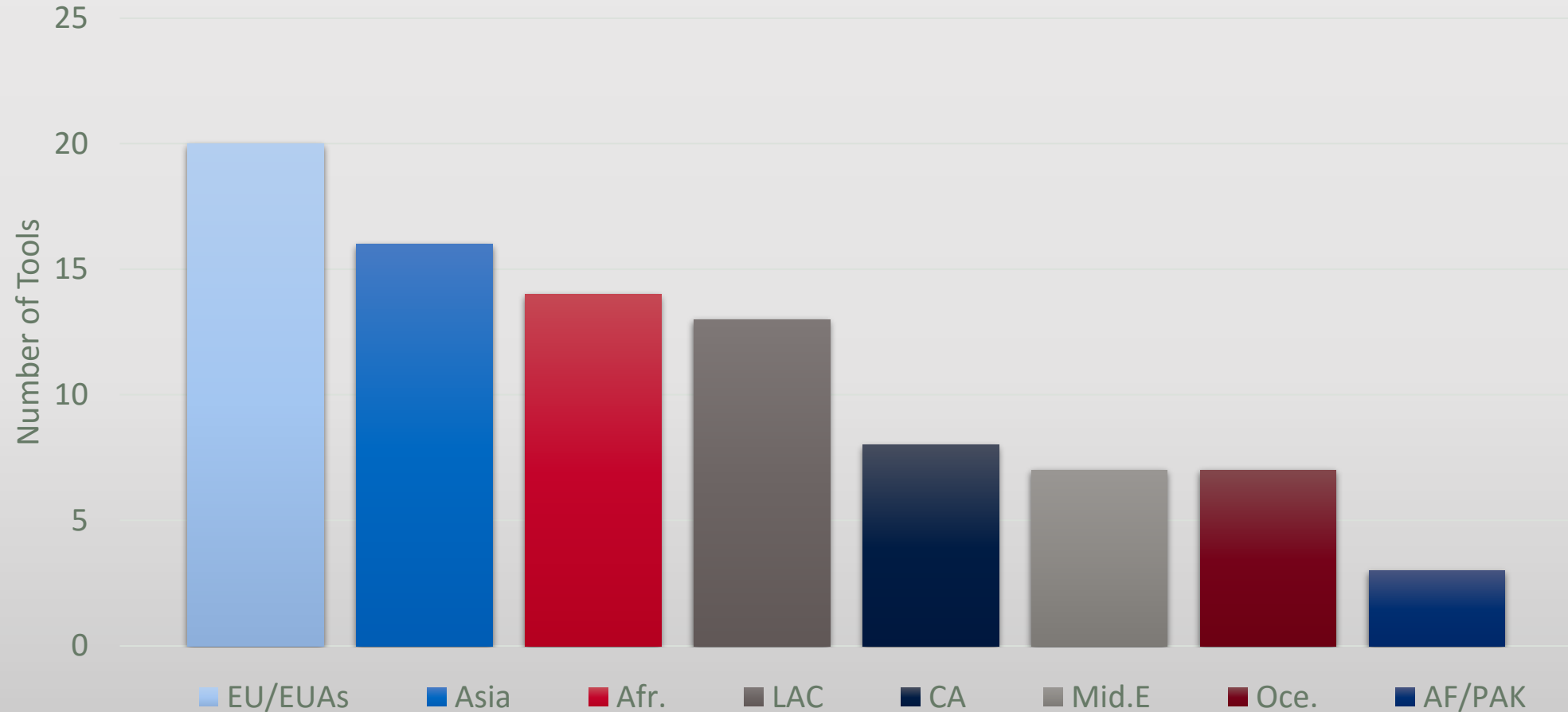
Overview of Measurement Tools for Each Skill



Overview of Types of Tools for Each Skill

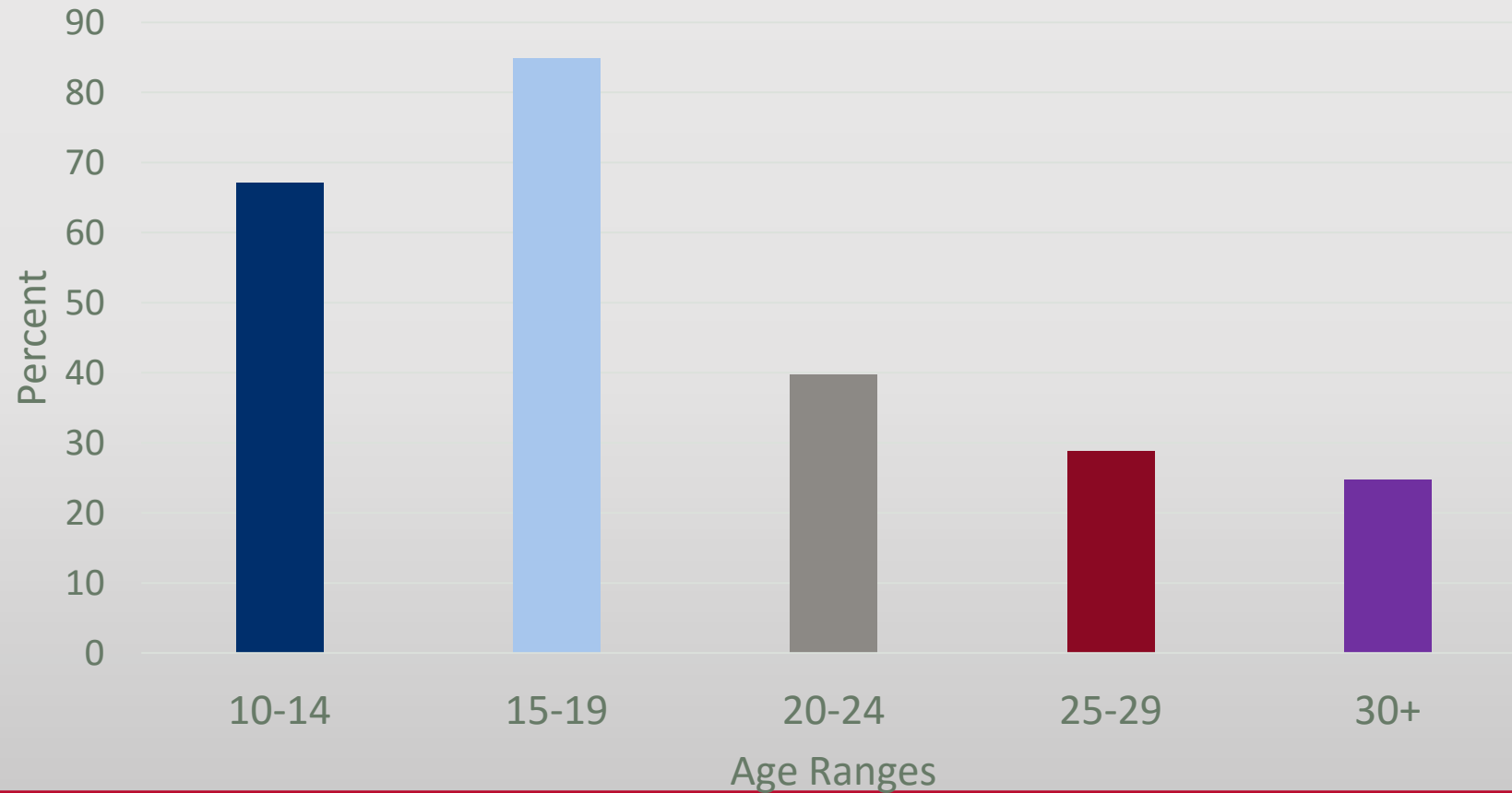


Regions Covered by Tools

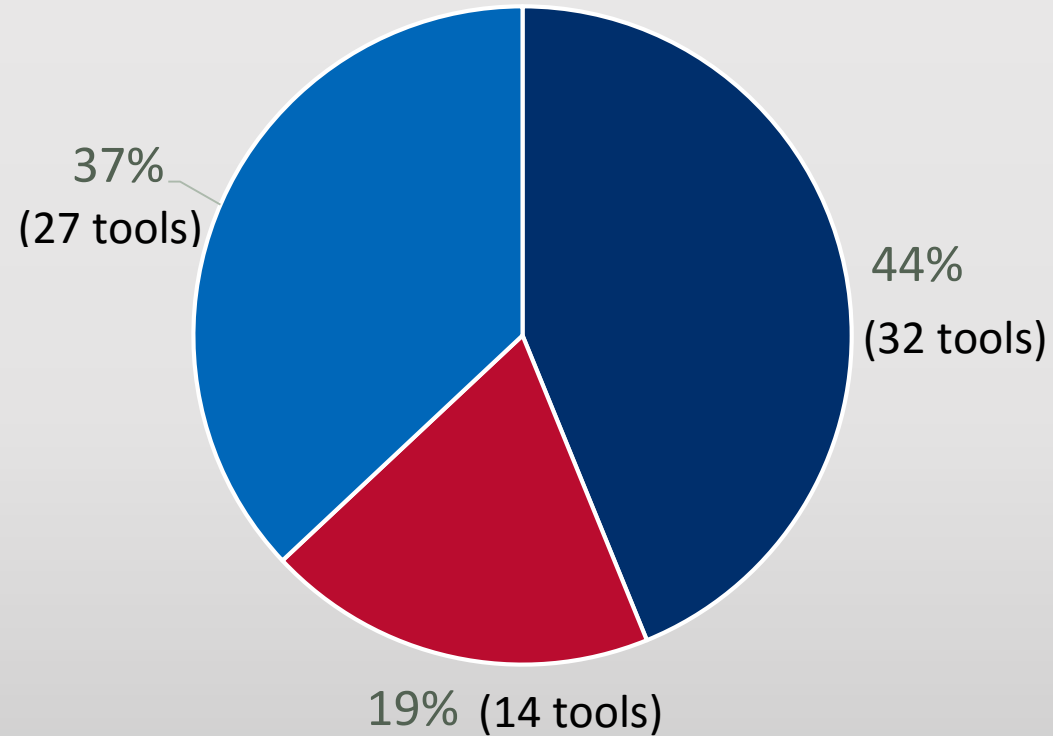


Age Ranges Covered

Percent of tools by Age Range of Respondents

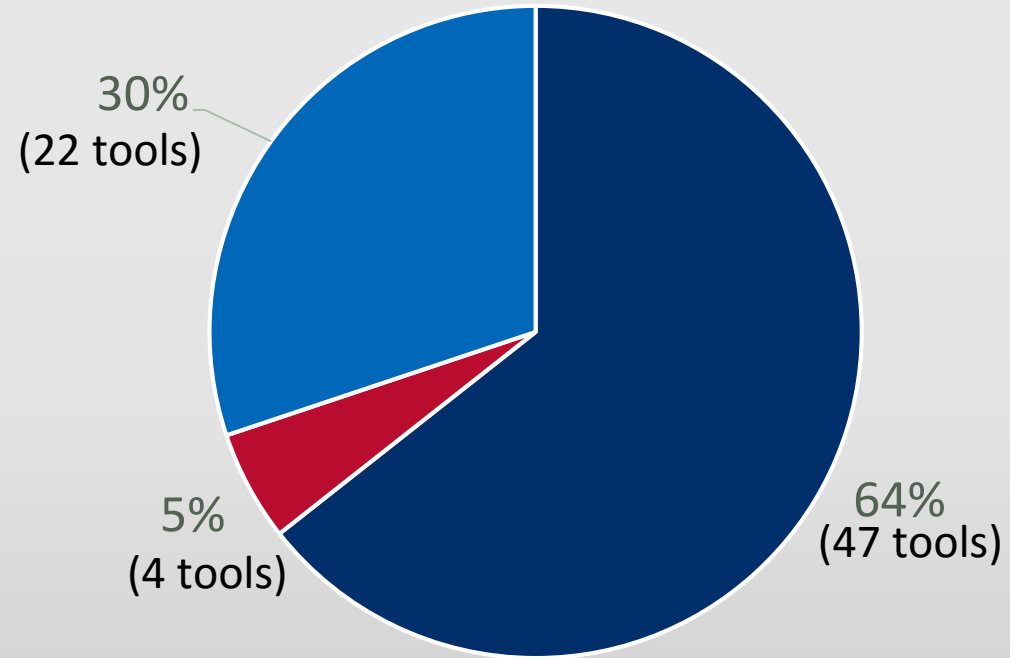


Validity



■ Meets threshold of 0.3 ■ Tested, but no data provided, or below threshold ■ No information found

Reliability



■ Meets threshold of 0.7

■ Tested, but no data provided, or below threshold

■ No information found

Tools that Measure the Key Skills and Scored High

Measure the top three cross-cutting skills found to promote positive youth development:

- **Self control**
- **Positive Self-Concept**
- **Higher order thinking skills**

Tools grouped based upon the degree to which they met all of the criteria:

- **high (meeting 5-7 criteria),**
- **medium (meeting from 3 to less than 5 criteria)**
- **low (meeting less than 3 criteria).**

Top Tools from the Measurement Database

Assessment Name	Tool Score Position	# of Key Skills Measured	Positive self-concept	Self-control	Higher-order thinking skills	Social skills	Communication	Goal orientation	Empathy	Responsibility	Positive Attitude
California Health Kids Survey, Social and Emotional Health Module	high	9	✓	✓	✓	✓	✓	✓	✓	✓	✓
Chinese Positive Youth Development Scale (CPYDS)	high	8	✓	✓	✓	✓	✓	✓	✓	✓	
SENNA 1.0	high	8	✓	✓	✓	✓	✓		✓	✓	✓
SENNA 2.0	high	8	✓	✓	✓	✓	✓		✓	✓	✓
Child and Adolescent Wellness Scale (CAWS)	high	7	✓	✓	✓	✓		✓	✓		✓
The Anchored BFI Tool	high	7	✓	✓	✓	✓	✓		✓		✓
The Big Five Inventory	high	7	✓	✓	✓	✓	✓		✓		✓
Knack	high	6	✓	✓	✓	✓				✓	✓
Jamaica Youth Survey	high	5	✓	✓	✓	✓		✓			
Responses to Stress Questionnaire (RSQ)	high	4	✓	✓	✓		✓				

Programs will need to evaluate the tools for their own purposes!

These ten tools can be grouped in three general categories of prior use:

Program Evaluation:

- The Chinese Positive Youth Development Scale
- Jamaican Youth Survey

Group Performance Monitoring:

- The California Health Kids Survey, Social Emotional Health Module
- Brazilian SENNA surveys, 1.0 & 2.0

Individual Assessments:

The rest of the tools have been used for individual psychological or skill assessments

Challenges

- Different terminology across tools
- Evidence of validity and reliability lacking
- Predominance of self-report
- General response scales insensitive to change
- Measuring change in individual skills over time
- Developmental and contextual appropriateness
- Validation for evaluation of short programs

Recommend Further Tool Development

- ✓ **Adapt** from existing tools, for program use, with appropriate age groups
- ✓ **Measure** at least top three skills and use common terminology
- ✓ **Develop** short scales, easy to administer, analyze and report, and translate in to key languages
- ✓ **Use** multiple methods (Self Report, Observations, Anchoring)
- ✓ **Pilot** test the measure in different international context, and test, ensuring reliability and validity of tool
- ✓ **Validate** for use for measuring change in soft skills over duration of program, to assess effectiveness of program in improving skills

Recommendations

- ✓ Improve measurement to address biases in self-reports:
 - Measure frequency of behaviors
 - Refinement at high end of scale to detect growth over time
 - How much of a skill is enough to affect an outcome?

As a next step, YouthPower Action proposes to create/adapt and pilot an instrument to measure the top cross cutting soft skills.

How to stay in touch...

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