

The Competency Framework



The **Facilitation at EAP** course is designed to equip participants with the skills and competencies necessary for effective facilitation. The course outline provides a clear roadmap, detailing the key areas of focus such as leadership, emotional intelligence, and equity and inclusion. Each section is structured to build foundational knowledge, practice essential techniques, and strengthen advanced facilitation strategies.

Participants will engage in interactive sessions that emphasize practical application and reflective learning. By following the outlined competencies, facilitators will develop the ability to create inclusive, engaging, and impactful learning environments. This structured approach ensures that every facilitator is prepared to meet the diverse needs of their groups while fostering growth and connection.

The Competency Framework

The image below represents the six core competencies that form the foundation of the Elevate Adolescence facilitation model. Each segment of the circle is a vital piece of what it means to lead with integrity, responsiveness, and care in youth-centered spaces.

These competencies are not linear—they work in harmony. Together, they guide facilitators in creating safe, inclusive, and growth-oriented environments for young people.



◆ Leadership

Facilitators lead with clarity and responsiveness, setting the tone while empowering youth to take initiative.

Leadership here means guiding without controlling, modeling confidence, and making thoughtful decisions in the moment.

Skill A: Providing Feedback

Learn to deliver constructive and timely feedback that encourages growth and development.

Skill B: Fostering Independence

Cultivate strategies to empower adolescents to take initiative and make informed decisions.

Skill C: Decision Making in the Moment

Develop the ability to make swift, effective decisions that keep sessions on track and responsive to participants' needs.

● **Communication**

Clear, respectful, and intentional communication is essential. Facilitators must model the tone, language, and behavior they hope to cultivate in the group, both verbally and non-verbally.

Skill A: Lead by Example

Understand the importance of embodying the values and behaviors you wish to instill.

Skill B: Non-Verbal Awareness

Enhance your ability to interpret non-verbal cues to better understand and respond to participants.

Skill C: Family Partnership

Build skills to engage with parents effectively, fostering a supportive environment for adolescents.

● **Effective Listening**

More than just hearing, active listening means creating space for youth to be fully seen and understood.

Facilitators listen with presence and curiosity, using reflective questions to draw out insights and build trust.

Skill A: Listening for Understanding

Practice attentive listening to comprehend participants' perspectives fully.

Skill B: Using Open-Ended Questions

Employ questions that encourage deeper discussion and reflection, promoting a more engaging learning experience.

● **Emotional Intelligence**

Facilitators who are emotionally attuned can regulate their responses and connect meaningfully with participants.

This includes practicing empathy, managing group energy, and navigating emotional dynamics with care.

Skill A: Self-Reflection

Develop self-awareness to recognize your own biases and emotions, enhancing your facilitation effectiveness.

Skill B: Empathy

Strengthen your ability to understand and share the feelings of others, building deeper connections with participants.

Relationship Building

Trust is at the heart of every strong session. Facilitators foster relationships that are rooted in safety, consistency, and mutual respect, ensuring youth feel welcomed, valued, and connected.

Skill A: Managing Group Dynamics

Learn techniques to create a cohesive and inclusive group atmosphere.

Skill B: Creating Trust

Create an environment where participants feel safe to express themselves without fear of judgement.

Equity and Inclusion

A trauma-informed, identity-aware approach ensures that every participant feels seen, respected, and included.

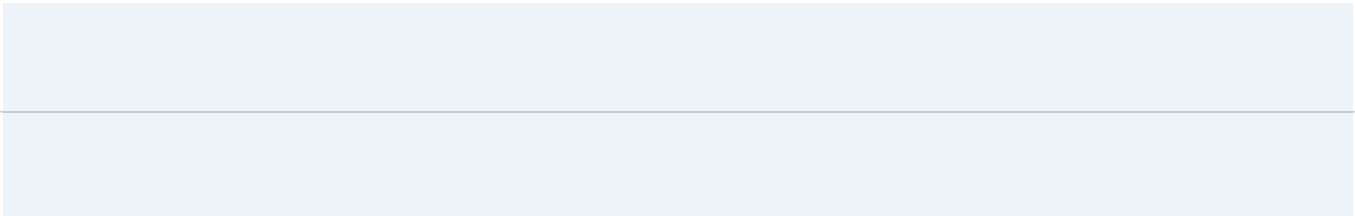
Facilitators must be aware of their own biases and actively work to elevate voices at the margins.

Skill A: Bias Awareness

Identify and address personal biases to ensure fair and inclusive facilitation.

Skill B: Inclusion Scanning

Recognize and support participants who may feel marginalized, ensuring everyone's voice is heard.



Interactive Learning Components

Throughout the course, you will engage in a self-reflection activity designed to deepen your understanding of facilitation practices. This activity will prompt you to consider how you might handle specific scenarios or model key behaviors, fostering personal growth and practical application of course concepts.

Additionally, each competency module concludes with a mini-quiz to reinforce learning and assess comprehension. At the end of the course, you will complete a comprehensive knowledge check, requiring a minimum score of 80% to pass. These assessments ensure you are well-prepared to apply your skills effectively in real-world settings.

Ready? Let's begin!

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