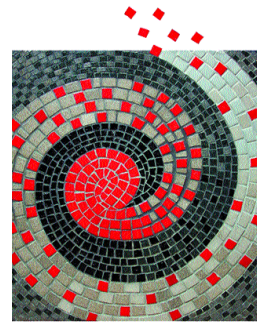


Table of Contents



Acknowledgements	2
Introduction	3
Promising Practices	11
Train Youth to Become Future Leaders and Role Models	11
Create an Incentive for Advancement	13
Invest in Staff	15
Create an Apprenticeship Program	17
Build Formal and Informal Mentor Systems	19
Explore a Career in Youth Work	21
Inspire Students to Become Youth Workers	23
Pay Compensation for Professional Development	25
Be Respectful of Staff	27
Build a Professional Network	30
Emphasize Quality	33
View Staff as Partners in Decision Making	36
Provide Incentives	39
Explore Meaning and Renewal in Youth Work	41
Use the Internet as a Viable Recruitment Tool	43
Collect Information on the Frontline Youth Worker	45
Methodology	47
Interviews	48