

COMPETENCY MAP - Detailed

Sub-competence	Type	Proficiency Level	Description
1. Understanding of Social Innovation			
Foundational Knowledge of Social Innovation	Knowledge	Beginner	Being able to define social innovation and distinguish it from traditional problem-solving (e.g., understanding that social innovation prioritizes societal impact over profit).
		Intermediate	Recognizing core concepts of social innovation, such as community involvement, sustainability, and equity, and can describe examples of social innovation initiatives globally.
		Advanced	Having a deep understanding of social innovation's history, key theories, and major frameworks (e.g., social entrepreneurship, collective impact) and can analyze the impact of social innovation projects on societal systems.
Knowledge of Social Issues and Systemic Thinking	Knowledge	Beginner	Being aware of prevalent social issues in the community (e.g., poverty, education gaps).
		Intermediate	Understanding the systemic nature of social issues and how interconnected factors (e.g., education, health, economy) contribute to complex social challenges.
		Advanced	Being able to analyze social issues with a systemic approach, using frameworks like systems thinking or root cause analysis to identify areas for potential innovation and intervention.
Design and Development of Social Innovation Solutions	Skill	Beginner	Participating in brainstorming and ideation processes for simple, community-based solutions.
		Intermediate	Applying structured approaches like design thinking to develop solutions, engaging with communities to co-create ideas.
		Advanced	Leading the design and development of innovative, scalable solutions that address systemic social challenges, incorporating continuous feedback from affected communities.
Commitment to Equity, Sustainability, and Ethics in Innovation	Attitude	Beginner	Demonstrating basic awareness of fairness and respect in innovation efforts (e.g., acknowledges the importance of equity).
		Intermediate	Showing a strong commitment to creating sustainable and inclusive solutions, with a focus on minimizing environmental impact and promoting fairness.
		Advanced	Acting as an advocate for ethical social innovation practices, ensuring that projects respect cultural values, promote justice, and sustain positive impact over time.
Advocacy for Social Innovation as a Driver of Change	Skill/Attitude	Beginner	Being able to communicate the potential of social innovation within small groups or local communities.
		Intermediate	Being able and willing to promote the benefits of social innovation to a wider audience, encouraging involvement and support from diverse community members.
		Advanced	Leading campaigns or initiatives that position social innovation as essential for tackling global challenges, rallying support from institutions, funders, and the public.
2. Leadership, Influence, and Empathy			
Understanding Leadership Models and Empathy-Building	Knowledge	Beginner	Recognizing basic leadership styles (e.g., democratic, collaborative) and the importance of empathy (e.g., ability identify empathetic behaviors).
		Intermediate	Understanding key leadership theories and empathy practices, applying these concepts in team settings (e.g.,
		Advanced	Demonstrating a comprehensive understanding of leadership and empathy frameworks, strategically
Team-Building and Active	Skill	Beginner	Participating in team activities, listens actively, and considers other perspectives.
		Intermediate	Facilitating team collaboration by encouraging participation, actively listening, and valuing contributions
		Advanced	Leading team-building initiatives that prioritize inclusion and equity, using active listening to resolve

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Inspiring Action and	Skill	Beginner	Encouraging peers in a supportive manner, recognizing others’ strengths and contributions.
		Intermediate	Inspiring team members by setting a positive example and encouraging confidence in their abilities.
		Advanced	Motivating individuals and groups toward a shared vision, empowering them to take ownership and
Promoting Diversity and	Attitude	Beginner	Showing respect for diversity and is open to different viewpoints.
		Intermediate	Actively promoting inclusivity, ensuring all voices are heard and respected in discussions.
		Advanced	Championing diversity, creating inclusive environments that empower all individuals and fosters respect for
3. Strategic Thinking and Problem-Solving			
Root-Cause Analysis and	Knowledge	Beginner	Understanding the basics of root-cause analysis, identifying surface-level causes of problems (e.g.,
		Intermediate	Applying root-cause analysis and systems thinking to explore underlying issues, identifying interconnected
		Advanced	Integrating advanced systems thinking to dissect complex social challenges, proposing systemic interventions that address root causes holistically.
Identifying and Breaking Down	Skill	Beginner	Recognizing social issues and being able to break down basic components to understand contributing
		Intermediate	Analyzing social challenges by dissecting them into manageable parts, identifying specific areas for
		Advanced	Leading problem identification and breakdown in collaborative settings, using structured methods like
Long-Term Planning and	Skill	Beginner	Contributing to setting short-term objectives within a team or project.
		Intermediate	Establishing strategic goals aligned with the long-term needs of the initiative, planning steps for
		Advanced	Crafting comprehensive, long-term plans that align youth initiatives with societal goals, anticipating future
Solution Development and	Skill	Beginner	Suggesting basic solutions for identified problems, focusing on immediate impact.
		Intermediate	Developing adaptive strategies, modifying solutions based on feedback and results.
		Advanced	Designing scalable solutions that adapt to changing circumstances, employing flexible strategies to maintain
Innovation and a Solution-	Attitude	Beginner	Showing curiosity and a desire to explore new approaches (e.g., being open to brainstorming different
		Intermediate	Embracing innovative ideas and takes initiative in suggesting alternative approaches to problems.
		Advanced	Demonstrating an innovative mindset, encouraging others to adopt creative solutions and continuously seek
4. Partnership Development and Community Collaboration			
Stakeholder Engagement and	Knowledge	Beginner	Understanding the basics of stakeholder identification and community structure (e.g., being able to
		Intermediate	Knowing effective strategies for engaging diverse stakeholders and understands community power dynamics
		Advanced	Possessing a deep understanding of stakeholder engagement methods, utilizing insights into community
Team Collaboration and	Skill	Beginner	Participating constructively in team settings, showing a willingness to collaborate and communicate openly
		Intermediate	Building positive relationships by valuing others' contributions, facilitating constructive feedback, and
		Advanced	Being able to lead collaborative initiatives, foster team unity, and actively help to resolve conflicts to
Networking and Cross-Sector	Skill	Beginner	Engaging in basic networking activities, connecting with peers and stakeholders in community or
		Intermediate	Building and maintaining a network of contacts across various sectors, establishing connections that support
		Advanced	Forming and sustaining partnerships across sectors, managing relationships to support shared goals, secure
Inclusivity and Respect for	Attitude	Beginner	Demonstrating a respectful attitude toward others’ viewpoints and being open to learning from diverse

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		Intermediate	Actively promoting inclusivity, ensuring that all voices are represented and respected in collaborative
		Advanced	Championing inclusivity and collective impact, ensuring that partnerships are equitable, transparent, and
Patience and Persistence in	Attitude	Beginner	Showing patience and resilience when facing setbacks in collaborative efforts.
		Intermediate	Demonstrating persistence in building relationships, investing time and effort to understand and respect
		Advanced	Exemplifying patience and dedication in long-term community engagement, nurturing relationships and
5. Resource Mobilization and Financial Literacy			
Understanding Basic Budgeting	Knowledge	Beginner	Understanding basic budgeting concepts, such as income, expenses, and savings (e.g., being able to outline a
		Intermediate	Applying budgeting principles to plan resources for small projects, adjusting for costs and resource
		Advanced	Possessing comprehensive budgeting skills, creating detailed budgets that anticipate risks, ensure resource
Knowledge of Funding Sources	Knowledge	Beginner	Knowing common funding sources like donations and community fundraising.
		Intermediate	Identifying and evaluating multiple funding sources, such as grants, sponsorships, and institutional funds,
		Advanced	Having in-depth knowledge of diverse financial support options and assesses them strategically to build a
Planning and Organizing	Skill	Beginner	Planning resource needs for a project, identifying essential items and tracking simple budgets.
		Intermediate	Organizing and allocating resources effectively, adjusting plans as needed to meet project requirements.
		Advanced	Managing complex resource planning, coordinating across multiple teams or projects to ensure resources are
Fundraising and Grant Writing	Skill	Beginner	Participating in basic fundraising activities and is familiar with common fundraising methods (e.g., small
		Intermediate	Writing grant proposals and organizing small-scale fundraising events, successfully generating support for
		Advanced	Designing and leading comprehensive fundraising campaigns, including high-level grant writing, and
Managing Budgets and Financial	Skill	Beginner	Maintaining a basic project budget, tracking income and expenses.
		Intermediate	Managing budgets for medium-scale projects, ensuring that resources are utilized effectively and
		Advanced	Developing and overseeing complex, long-term financial plans, creating funding models that ensure
Resourcefulness, Accountability,	Attitude	Beginner	Demonstrating resourcefulness by making the most of available resources and maintaining clear records.
		Intermediate	Demonstrating accountability and transparency in resource allocation, sharing updates and financial reports
		Advanced	Being a role model for integrity and transparency, fostering trust and accountability within teams and
6. Digital Literacy and Advocacy			
Media Literacy and	Knowledge	Beginner	Understanding basic digital tools and social media platforms, including their general uses (e.g., knowing
		Intermediate	Recognizing the strengths and limitations of various digital tools for different advocacy purposes and
		Advanced	Possessing a comprehensive understanding of media literacy, critically assessing sources and choosing the
Social Impact Communication	Skill	Beginner	Creating basic digital content to communicate messages clearly and sharing information on social media
		Intermediate	Developing engaging social impact content tailored to target audiences, effectively articulating messages for
		Advanced	Crafting persuasive and impactful communication campaigns, using data and storytelling to maximize social
Digital Content Creation and	Skill	Beginner	Producing simple digital content, such as posts or infographics, to support social causes (e.g., creating a
		Intermediate	Creating multi-format content (e.g., videos, articles, and graphics) for advocacy, adapting style and tone to
		Advanced	Leading digital advocacy campaigns, developing comprehensive strategies and coordinating diverse content
Influencing Public Opinion and	Skill	Beginner	Engaging in basic online discussions to promote awareness of social issues (e.g., posting and responding to

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		Intermediate	Engaging policymakers and organizations through targeted campaigns, working to shape public opinion and
		Advanced	Creating strategic digital advocacy initiatives to influence policy changes, building coalitions and
Confidence in Digital Influence	Attitude	Beginner	Showing confidence in using digital tools responsibly, with a focus on honest, respectful communication.
		Intermediate	Embracing ethical responsibility, ensuring that digital actions and messages align with respect, truthfulness,
		Advanced	Fostering ethical digital advocacy, modeling responsible use of digital influence and promoting transparency
7. Project Management and Implementation			
Understanding Project Cycles	Knowledge	Beginner	Understanding the basic stages of a project cycle (e.g., initiation, planning, execution, and closure).
		Intermediate	Knowing how to implement project management strategies for different project phases, adapting based on
		Advanced	Demonstrating expertise in various implementation frameworks (eg. Agile, Waterfall, etc), selecting and
Goal Setting and Time	Skill	Beginner	Being able to set basic, achievable goals and manages time to meet personal deadlines (e.g., using simple to-
		Intermediate	Establishing detailed timelines and milestones, managing resources to ensure project goals are met on time.
		Advanced	Implementing comprehensive time and goal management practices, coordinating across teams to meet
Task Delegation and Team	Skill	Beginner	Being able to delegate tasks within small groups, ensuring each team member understands their role (e.g.,
		Intermediate	Coordinating team members based on individual strengths, promoting collaboration and accountability.
		Advanced	Managing complex, multi-stakeholder teams, ensuring all contributors are aligned with project objectives
Resource Planning and	Skill	Beginner	Assisting in identifying and organizing necessary resources for small projects (e.g., creating a list of
		Intermediate	Planning and allocating resources efficiently, balancing costs and time to meet project demands.
		Advanced	Managing comprehensive resource allocation, optimizing budgets, schedules, and personnel to maximize
Scaling and Innovation in	Skill	Beginner	Implementing small, structured projects that meet defined goals.
		Intermediate	Adapting projects for moderate scaling and making adjustments based on feedback, enhancing effectiveness.
		Advanced	Leading scaling of projects across broader contexts, applying innovative solutions to expand impact and
Proactiveness, Attention to	Attitude	Beginner	Demonstrating a proactive approach in personal tasks, completing assigned responsibilities with care.
		Intermediate	Showing dedication to project goals, ensuring tasks are executed precisely and following through on team
		Advanced	Modeling a proactive, detail-oriented approach, inspiring team commitment to high standards and achieving
8. Ethics, Inclusivity, and Social Responsibility			
Understanding Ethical	Knowledge	Beginner	Being familiar with basic ethical principles (e.g., honesty, respect) and understanding the importance of
		Intermediate	Knowing common ethical frameworks and social responsibility standards, applying them in day-to-day
		Advanced	Having a thorough understanding of ethical principles, integrating them into decision-making processes and
Cultural Sensitivity and Respect	Knowledge/attitude	Beginner	Demonstrating awareness of cultural differences and showing respect for diverse backgrounds (e.g.,
		Intermediate	Applying cultural sensitivity in interactions, adapting communication and behavior to respect various
		Advanced	Championing cultural awareness and inclusivity, advocating for practices that honor and integrate diverse
Practicing Inclusivity and	Skill	Beginner	Showing empathy and including diverse voices in simple ways (e.g., listening actively in group settings).
		Intermediate	Actively encouraging participation from underrepresented groups and promoting inclusive practices in
		Advanced	Creating environments that prioritize inclusivity, designing systems or events that empower all voices and
Promoting Fair Practices and	Skill	Beginner	Applying ethical reasoning in basic decisions, prioritizing fairness and respect.

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		Intermediate	Promoting fair practices in team settings, helping to resolve conflicts and address biases.
		Advanced	Facilitating ethical decision-making, leading initiatives that implement fair practices and ensure
Integrity, Humility, and	Attitude	Beginner	Displaying honesty and humility, accepting responsibility for actions and acknowledging mistakes.
		Intermediate	Demonstrating accountability in projects, maintaining transparent communication and encouraging integrity
		Advanced	Embodying a strong commitment to integrity and humility, serving as a role model for accountability and
9. Impact Evaluation and Accountability			
Understanding Social Impact	Knowledge	Beginner	Knowing basic impact metrics and the purpose of outcome measurement in social initiatives (e.g.,
		Intermediate	Understanding common social impact metrics and basic data analysis techniques, applying them to assess
		Advanced	Demonstrating expertise in complex impact metrics and advanced data analysis, selecting the most relevant
Setting Objectives and	Skill	Beginner	Establishing simple, measurable objectives and collecting basic data to track progress (e.g., sets specific,
		Intermediate	Setting detailed, relevant objectives based on project goals, gathering qualitative and quantitative data to
		Advanced	Designing comprehensive objectives that align with long-term impact goals, using sophisticated data
Interpreting Results and	Skill	Beginner	Interpreting basic data results and communicating findings to team members in a straightforward manner.
		Intermediate	Analyzing and interpreting data to draw meaningful conclusions, creating reports that detail outcomes and
		Advanced	Synthesizing complex data into comprehensive impact reports, clearly presenting findings and providing
Conducting Comprehensive	Skill	Beginner	Participating in simple evaluations, offering feedback based on observed outcomes.
		Intermediate	Conducting detailed impact assessments, gathering feedback and refining program components based on
		Advanced	Leading rigorous impact evaluations, continuously refining programs to maximize effectiveness, and
Objectivity, Continuous	Attitude	Beginner	Showing a commitment to honest evaluation, aiming to improve project quality.
		Intermediate	Demonstrating a growth mindset, using evaluation results to identify and pursue areas for improvement.
		Advanced	Embodying objectivity and transparency in all evaluations, modeling a commitment to accountability and