

NATIONAL CHALLENGE INSTITUTE: TRAINING STAFF FOR RESULTS

The Issue

The National Guard Youth ChalleNGe Program works to intervene in and reclaim the lives of at-risk youth by transforming their values and enhancing their skills, education, and self-discipline. Starting in 1993 with ten pilot programs, the program has since established itself as an effective intervention in the lives of program graduates.

However, as the program grew, it became evident that staff required training and ongoing assistance in order to safely and effectively engage with this population of at-risk youth. Without a national training program, individual programs had disjointed training standards that jeopardized the quality of the program and the program's reputation throughout the nation.

"The fact that the National Guard Youth ChalleNGe Program has become an unmatched success is the direct result of the high-quality training and technical assistance that DMT has provided to ChalleNGe over the years."

*- Joe Padilla, Deputy Chief,
Office of Athletics and Youth Development, NGB*

Our Client's Challenge

The program faced an increasing liability of having untrained workers interacting with at-risk youth. These leaders needed education and skills training in the core competencies necessary to effectively intervene with a notoriously difficult and non-traditional population.

Without a national training standard, the National Guard Bureau found it difficult to ensure that their vast staff was equipped to efficiently and effectively face and overcome the very challenges the program was established to address.

The lack of standardized training lead to noticeable shortcomings that were reflected in measures of program success.

Enter Dare Mighty Things

In 2004, Dare Mighty Things founded the National Challenge Institute, a training organization designed specifically for ChalleNGe staff. Through a myriad of courses designed for all staff levels and functions, the National Challenge Institute has trained over 15,000 individuals.

The Dare Mighty Things model for training and technical assistance allowed for maximum impact training with supportive and flexible technical assistance. Through utilization of thorough training needs assessments, accredited curriculum development processes, and expert trainers, Dare Mighty Things continues to offer more than thirty annual training experiences through the National Challenge Institute.

Results

DMT has delivered effective and high impact training to the ChalleNGe program staff, increasing programmatic success as evidenced through enhanced staff retention and cadet placement rates.

