



LINKS



**Workshop on
Involving Young People in the Recruitment and Selection of Staff and/or
Volunteers**

Case Study Pro-Forma

Organisation Name: Foyle Down Syndrome Trust

Contact Name: Christopher Cooper

Contact Email Address: christopher@fdst.org.uk

- 1. Please explain how you have involved young people in in the Recruitment and Selection of Staff and/or Volunteers:**

Foyle Down Syndrome Trust have set up a Board of Junior Directors who feed directly to our Board of Directors to shape, develop and progress our organisation to best meet the challenging and very complex needs of all our children and young people. These young people are at the forefront of our organisation, this also includes in recruitment and selection. Since April 2019 FDST have ensured a young person with Down syndrome has been on our recruitment and selection panel for staff. They play an active role in all parts of recruitment from shortlisting and developing questions to facilitating interviews and accessing suitable candidates. This has been very positive experience for both the young people and us as an organisation.

- 2. What worked well for you in doing this?**

This approach has really empowered our young people, increasing their confidence, giving them a voice and creating new opportunities. I feel it has enhanced our recruitment and selection process. We have developed basic training to ensure the young people are able to play an active role, which includes interview training, presentation skills, skills and qualities etc. We are currently exploring on how we can improve/standardise our training for young people.

3. Were the young people remunerated for their involvement? E.g. money, vouchers or other incentives

None of our young people are remunerated for this involvement as they are treated like other members of the recruitment panel. The young people see this as a privilege and really enjoy being part of this process.

4. What challenges did you face?

Sourcing training appropriate for our young people to attend. In practical terms, some of our young people can be difficult to understand. Supporting them asking questions and being understood during interviews at first.

5. Did you manage to overcome those challenges and if so how?

We have developed our own basic training for the young people to engage in. We deliver feedback sessions for the young people to express their experiences and act on these. With communication we have now employed a Speech and Language Therapist, we emphasise presentation opportunities within our various projects. We also provide candidates with a written copy of questions.

6. What advice would you give to other organisations who want to involve young people in the Recruitment and Selection of Staff and/or Volunteers

I would 100% encourage other organisations to involve their young people in their recruitment and selection process. This puts the young people at the heart and core of the organisation, gives them an input into decisions made by the organisation, gives them a true voice and gives them incredibly valuable experiences.

7. Would you like to speak about your experience in this area at the workshop?
Please tick one of these options:

Yes

No

Thank you!

We will be in touch nearer the time to finalise details