



Involving young people in recruitment & selection of staff & volunteers

June 2021

LINKS



Welcome

- Introductions
- Rationale for today's workshop
- Limitations

Aims of the workshop

- To examine why we involve young people in the selection and recruitment of staff/volunteers
- To explore the benefits and challenges for the young people, the candidates and the organisation
- To find out more about young people's experiences of being involved in selection/recruitment processes
- To identify different ways to involve cyp in the recruitment & selection process

Why involve young people in recruitment & selection?

- Article 12 UNCRC: the right to be involved in decision making that affects them
- Enable candidates to demonstrate their skills with young people
- Involving YP in design & delivery of the project (a key aim of the EYP)



BENEFITS

- For young people
- For candidates
- For organisations
- For existing staff/volunteers

Benefits – to young people

- Develops skills, knowledge and experience for the future
- Develops skills, knowledge and experience for the present
- Increases a sense of purpose, self-esteem and confidence

Benefits – to candidates

- Opportunity to interact with the CYP that they may be working with & demonstrate their ability & interpersonal skills
- Have a realistic role preview for those who haven't previously worked with children
- Have a better understanding of the organisation's commitment to YP's participation
- Once selected and appointed they will have a positive sense of endorsement from YP.
- If not selected they will gain from receiving direct feedback from CYP.

Benefits – to organisations

- It helps to show commitment to children and young people's participation
- Recruitment a more thorough, effective and inclusive process
- It gives a positive and powerful message
- Builds stronger working relationships between adults and young people
- Better service delivery

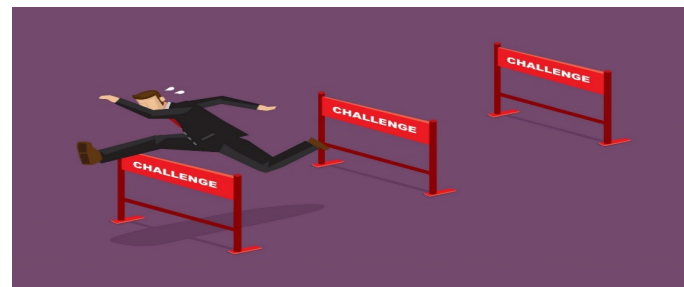
Benefits – to existing staff/volunteers

- Staff within the organisation develop new skills
- It gives staff greater insight into young people's views
- It helps to build positive relationships between young people and staff - more effective in meeting their needs and in shaping policy and practice

Comfort break



Challenges



- It requires resources (time, money etc.)
- Potential negative impact on welfare benefits of monetary rewards
- Legal compliance with Employment Law (YP's understanding of this)
- Adult attitudes (not fully 'bought in')
- Negative dynamics: among the YP or between the YP & adults
- Clarity about the role and weighting of the panel(s)
- Communicating to candidates that YP will be involved in the process
- Getting information from the professionals to the YP
- Timings of panels: minimise impact on the YP's education/work commitments - flexibility required
- Decision making vs decision taking
- Online Vs face-to-face challenges

Real life examples

Grace & Jane:

- Our experience & ideas for involving CYP
- Pro/Con of involving us via Zoom vs. Face to Face
- How to thank us


advocate on the panel

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interviewing over zoom

pros: easier time limit - same amount time, more accessible for lot of people eg. no car, didnt have to go anywhere! interviewed people in england.. no flights! came up with q's ourselves

con@ technical issues; wifi issues. annoying candidate - repeat question
 con: quite long day over screen. interview a lot of people forgot them - especially not seeing them in person. Don;t see them in person, how they come across. waiting to talk next can be awkward

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I have been on an interview panel where I asked questions to possible candidates and as a group we chose an ideal person for the position.
 - Jane

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Interviewed over zoom where the young people came up with questions

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cons via zoom:

shy - hard to talk - someone talks over me can throw people if someone goes to speak and connection goes or someone talk first - awkward moment.

ask question - silence is longer!

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What experience or ideas do you have about recruitment and selection?



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Sat in different groups to observe how other young people worked together etc to recruit new members

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face to face

in person, oportunity for wee jokes, not as easy over zoom. harder to read body language and facial expressions

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Four people to ask q's, 2 young people, a coordinator and a parent on the panel. 2 q's each

on the panel.

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Been on an interview panel

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zoom interview

write in table, number system - grade them 1-5 on the q's and 1-50 on others

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Face to Face

Interviews - nervous but f2f is more natural, get those non verbal que's harder to do over zoom

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experience

applications whittled down by adults & then yp feedback on their criteria, panel meeting with people who work there and then meet again to observe panel decisions re. funding applications

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payment

no payment at all, for the experience;
 paid money;
 What should happen?
 important when you're older to have paid experience, given more weight in interviews/experience. valued same as adults if paid;
 record of achievement/certificate is beneficial for CV and for own validation (prove you have done it)

What the YPAG told US...

Real life examples

Case studies from LINKS Grant Holders

- Foyle Down Syndrome Trust
- Youth Initiatives

Foyle
Down
Syndrome
Trust



Options for involving CYP

- Input into job descriptions & person specification
- Devising questions for the panel
- Being on a panel:
 - young people with adults
 - young people only panel as well as an adult panel
- YP can be non-scoring members of panel - benefitting from involvement and allowing other panel members to see how candidates interact with YP
- In a role play
- Receiving a presentation from candidates
- Setting the presentation task

Options for involving CYP

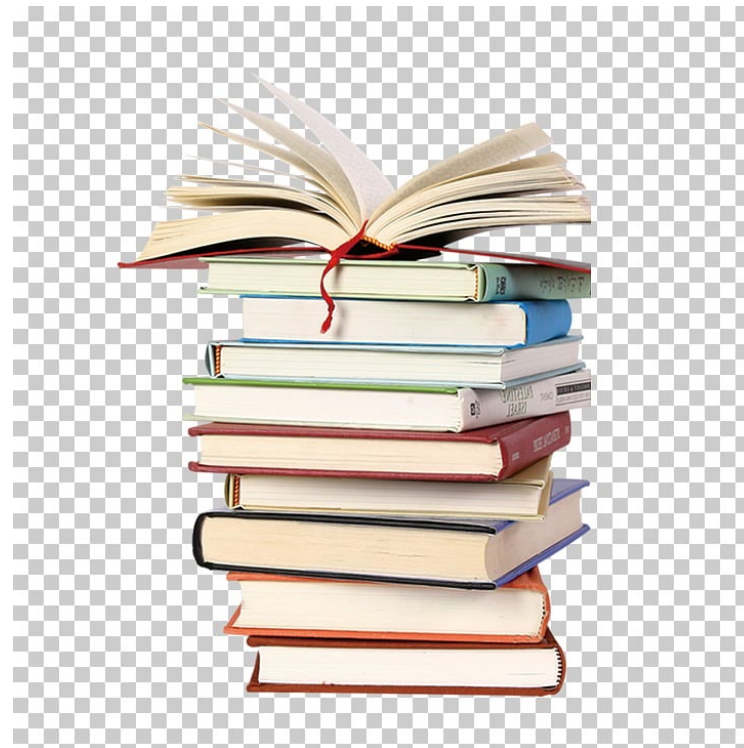
- Devising scenarios for discussion by the panel with candidates
- Creating video scenarios for the panel & candidates
- Informal Meet and Greet sessions (individual or group)
- Option of a Plan B to allow for YP being unable to attend last minute
- YP's time can be valued via payment, vouchers, certificate of involvement, hours for e.g. Duke of Edinburgh awards (appropriate to age)

Questions?



Summing up

Resource sheet



Evaluation

Please complete the evaluation now by copying and pasting this link into your browser (link in chat)

<https://iasp.tfaforms.net/15>

Put Involving YP in Recruitment into the first box:
Title of Activity

Many thanks for your participation at today's workshop



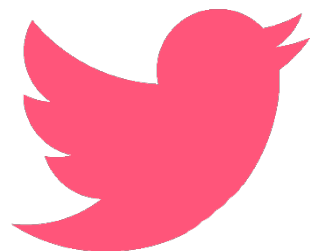
Thank you for coming today

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