



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

Case Study Pro-Forma

Organisation Name: _____ Youth Initiatives NI _____

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

Youth Initiatives often involves young people on recruitment Selection Panels when hiring youth workers.

2. What worked well for you in doing this?

We find young people bring helpful insights to selection panels and sometimes notice things that senior members of the panel miss. Ironically, we find that young people are often tougher graders than the managers. One young person explained it, "if this person is going to be my youthworker or for my friends – I want to be sure that they will be good."

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

We do not remunerate but do often give the young person a treat afterwards like going out for ice cream.

4. What challenges did you face?

The legal / risk issues of hiring have increased, and it puts pressure on panel members to grade by exterior criteria and not count intuition. We find some youthworkers score well on paper and do well at interviews, but the young people and staff have doubts that the person will have what it takes to work in our environment. We have questions

whether by being a voting member of a selection panel it implies some legal liability for a minor. There is also sometimes discussion of confidential information about a candidate – that a young person should not have to carry.

A practical problem is that young people are often not available during a school day and interviewing can go on for 4-6 hours. One time we had a youth panel member show up late for a selection panel and the candidate complained that the late arrival threw her off. The pressure to have the same panel members interview all the candidates puts pressure on the young participants.

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

I sometimes have the young people on panels be there in a participative way but not have official voting authority. That takes away any legal implications and allows us to use more than one young person in the interview process. They still get a good experience and add to the panel dynamics and can be in the grading discussion. We take their input on-board.

As for the person who complained about the young panel member arriving mid-interview – it confirmed our doubts about her youthwork ability. If a youthworker cannot handle a young person arriving late to a session, I question their ability to work flexibly. It gave me a thought to include young people role-playing in an interview to test how candidates can handled unpredictable situations.

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 think it is often a positive learning experience for young people to participate on a hiring panel. They get insights on what one needs to do to win a job. They also add insight to the panel and create a more young-person centred environment. I would advise youth organisations to give it a try but find ways to limit legal or policy implications in making them official voting members of the panel.

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

Yes – I would be happy to be quoted at the workshop but do not know if I could attend.

Thank you!

We will be in touch nearer the time to finalise details