

## ~ Case Study ~

### Young people's involvement in recruitment and selection

#### Appointment of Parent Support Adviser, Somerset

##### Who did you recruit?

I was involved in the recruitment of Parent Support Advisers for a local infant school. I'm involved with the UK Youth Parliament Advisory Group and was asked through that group when they realised that I attend the nearby secondary school.

##### Did you have any training?

I didn't have any training, but we had a briefing from a youth worker. We had questions given to us such as 'Why do you want this post?' We didn't have score sheets, but we made notes on their answers. We swapped the questions around for each candidate to make it more interesting.

##### How much weighting did young people's views have in the process?

There were 3 panels on the day – one of young people (me and 2 other young people), a staff panel and also one of governors. The candidates moved between all three panels. After the interviews we all met and talked through each applicant and their suitability for the post. We reached agreement together by consensus – so young people's views had equal weighting to the other panels.

##### Rewards & incentives

There wasn't any payment as the interviews were done during a school day. I did receive a certificate confirming my competency in taking part in a recruitment process which I was able to put in my portfolio. It's a good way to record achievement and new skills so you have proof.

##### What did you learn?

I think that adults only care about young people's opinions when they want to. My involvement was last minute (asked on a Sunday and the interviews were on Monday), so that didn't help and it meant school were a bit difficult. I was surprised that the applicants were not that shocked to be interviewed by young people, I didn't expect that.

##### Was it worth it?

Yes, it was definitely worth being involved. We were asked what we thought and those views were listened to. It's also worth doing as you get a chance to be an interviewer, as opposed to being the applicant. When I have my interview for college it will help me put myself in that mindset.

##### What are your Top tips if you did it again?

If you are a young person try not to be nervous – the candidate will be feeling worse than you! If the interviews are during the school day then that needs to be arranged well in advance. My school were funny about it, but there had been a breakdown in communication as the youth worker didn't phone my school in advance. Once everything had been properly explained school was OK about it.

**Ben Salisbury - Somerset UK Youth Parliament Advisory group**

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### Young people's involvement in recruitment and selection

#### Appointment of Youth Democracy Worker, Bournemouth

##### Who did you recruit?

As part of the Bournemouth Youth Council I was on the young people's panel to employ a new Local Democracy Youth Worker. Everyone on the youth council was invited to be involved and the interviews were scheduled at the same time as our normal meeting, so that meant about 10 young people took part in the process.

##### Did you have any training?

The only training I received was information and advice from my current youth worker. We didn't get the chance to develop the job description and person specification – I would have liked to have done that. I can't remember why we didn't; it was explained at the time.

In a previous meeting, with the help of our youth worker we thought about what type of person we wanted and what questions we could ask that tested these things. It was explained that we couldn't score the candidates on things like what football team they supported!

On the night, the questions were all put on a table and we picked one to ask. The candidates rotated around us – a bit like the political speed dating activity. We gave everyone a mark out of 10. The score cards were then handed in straight away, we were not allowed to discuss our marks with each other and change them.

##### How much weighting did young people's views have in the process?

The marks were all added together and the names of the three highest scoring candidates were put in a sealed envelope. An adult panel then chose their favourite and unsealed our envelope - if it was one of the top three then they were allowed to employ them.

##### Rewards & incentives

We didn't get paid as the process was done as part of the youth council meeting in the evening. However, we did all get pizza at the end of the evening!

##### What did you learn?

I learnt a sample of the process of how people get employed. Also communication skills. We didn't get a certificate to put in our portfolio – that would have been nice.

##### Was it worth it?

It's a good idea to involve young people in the process and I learnt from the experience. I also felt that the interview panel did take and respect my views. It was definitely a useful and enjoyable experience - even though there was next to no training I learnt masses on the day of the interviewing.

##### What are your Top tips if you did it again?

I think there should have been more serious questions. What's the most creative thing you can do with a potato does test a candidates sense of humour, but maybe we had too many of those!

**Dominic, young person from Bournemouth**