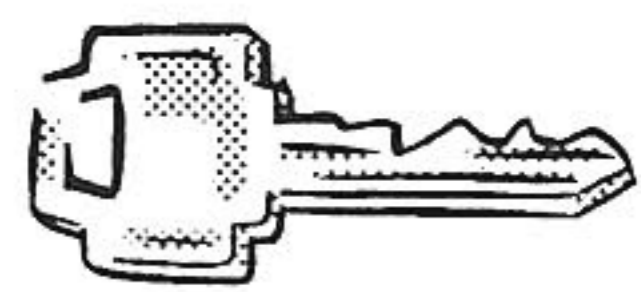


# 3 Teen Recruitment and Selection

Recruiting and carefully selecting a team of teenagers is an important process in developing the teens as teachers program. Recruiting from large, existing pools of youth, such as schools or service organizations, usually generates an adequate pool from which to select participants.

The selection process can be detailed and formal, such as with the use of a job application process with resumes and references, or as informal as a personnel data checklist.



## Key Research Findings

- Program staff generally expected prospective teenagers to have a genuine interest in the teaching program.
- Experienced teenagers were often used to recruit new teen teachers.
- Interviews were usually required to help assess teenagers' strengths and weaknesses.
- A selection process that included application forms, interviews, reference letters, phone calls, and so on was often used to teach job application skills.
- Having prospective teenagers observe an existing program helped them understand what they would be doing.
- Agreements or contracts were usually part of the selection process.

*“If I pick a bunch of teens who are all flunking out, I’m not going to get anywhere...so we chose some that had really high grades, some that were just not attending school and that balanced out the team.”*

—PROGRAM DIRECTOR



## Tips from the Field

- Select teenagers who are at least 3 years older than the children they will teach.
- A contract specifying the rights and responsibilities of teen teachers, as well as the consequences for not honoring the contract, should be signed by teenagers and their parent(s). The contract should also include the agency's responsibilities and the expected benefits to the teens.
- Interviews should be used to match teenagers with programs that meet their interests.
- Select teenage teachers to form a strong team that capitalizes on individual strengths. Look for complementary strengths in individuals to make the team stronger.
- A teen's strengths may not be evident during an interview or in early training. Allow time for teens' strengths to emerge.

## Some Useful Teen Interview Questions

- Why are you interested in working in this program?
- What skills and talents would you bring to this program?
- How would you like to contribute to this program?
- What would you like to get out of this experience?
- What experiences do you have to offer to this program?