

Journey companion: recruitment



Possible challenges

Determining 'readiness' of young people

- Utilising recruitment guidelines
- Applying professional judgement
- Being flexible
- Involving youth people in discussions about risks, needs and benefits

Recruiting young people

- Having established trusting relationships between young people and staff/organisations
- Clearly communicating the purpose of the project, the process, young people's role and support available
- Investing time and effort to contact and follow up with young people
- Recognising and addressing individual barriers to participation e.g. providing childcare during sessions
- Working around young people's other commitments, schedules and needs
- Ensuring expenses are covered (e.g. travel, subsistence)
- Compensating young people for their time and contribution (monetary or other ways)

Possible challenges

Ensuring voluntary and informed consent

Getting the group right

Suggested approaches/strategies

- Explaining consent - giving young people opportunities to refuse, change their minds and opt-out of different activities at different stages
- Being mindful of young people's emotional ties and feelings towards the organisation and staff that may affect their ability to say 'no'
- Being sensitive to non-verbal cues and behaviours communicating discomfort or lack of consent

- Selecting young people who bring relevant skills, potential and motivation to the project
- Recognising the specific competencies of each young person
- Identifying young people who would work well together as a group
- Balancing group cohesion and diversity

