



### Recruitment & Hiring

- Do past or current participants/youth help with recruitment? If so, how?
- Do you pay or incentivize past participants if they recruit others?
- Are staff trained on hiring bias and what to be aware of?
- Is lived experience valued as much as education in job postings?

### Onboarding (including intake, training, goal-setting)

- Are there specific questions in your intake that try to build belonging or purpose?
- Are there questions that ask youth about their strengths?

### Evaluation & Wrap up

- Do you use a pre and post survey?
- Do you use a post only survey?
- Who reviews survey results and who is missing?
- How does feedback get incorporated into program improvement?

### Transitions

- How do you help youth/young adults transition out of your program?
- Do you explicitly talk about transitions and how to navigate them through life?
- To what degree do you help youth build social capital either while working with them or as they transition? i.e. make connections with peers, employers, community members

### Follow up

Do you have an alumni network or ways to keep people engaged?