

DofE Young Leaders Programme

Recruitment ideas

Each centre participating in the pilot has two places on the Young Leaders Programme. It's entirely up to each centre how they wish to choose their Young Leaders. This document is to provide you with some ideas to support, which are entirely optional. You are welcome to use any or all of them.

Due to the nature of the programme places are limited; therefore, you may wish to run a recruitment and selection process so that all young people have the opportunity to put themselves forward. This is a great chance for participants to get involved in DofE in a different way and develop their leadership skills.

Stage 1

Get the message out there

- Assembly or regular meeting session using the presentation slides
- Bespoke drop-in sessions
- Put up posters with relevant details and how to get involved
- Email all participants accessing the Award that are eligible
- Social media posts

Stage 2

Finding out who wants to be a Young Leader and why

You can use our application form if you would like. This could be converted into an online form if that suits you. To be accessible to young people of different interests and abilities, we recommend that young people be allowed to respond in any way they want, not just in a written answer.

You could meet with the young people individually to understand why they would like to take part. You could use these suggested questions to support this process.

Stage 3

Decide on your chosen Young Leaders

You could do this in conjunction with other DofE Leaders or staff within your organisation, such as senior leaders

Some things to consider:

- who will this opportunity benefit the most?
- who has the potential to be a good leader with support from you and training as part of the programme?
- who has raw skills and experiences that could be brought to the role?
- who has shown a passion for DofE?
- what is the young person's motivation for the role
- does their plans for the role work with the ethos of your organisation & programme?

Stage 4

Feedback and get started

Let your nominated Young Leaders know, and ask them to book onto their 'Introduction to Young Leaders Programme' training session

Let those who haven't been successful know too. Where possible, share other opportunities for them to support your DofE provision or roles within your organisation