YOUTHREX
Research &
Evaluation eXchange

Youth Adult Engagement Readiness Assessment

OVERVIEW

This qualitative tool can be used to help organizational stakeholders to: 1) brainstorm about their rationale for wanting to engage young people in their programming and 2) reflect on how their organization is set up and how work is done, so improvements can be prioritized.

SUBSCALES

- **Exploring motivations (6 questions)**
  - ➢ How important is youth engagement to meeting your organization's stated mission and objectives?
- **Definitions (3 questions)**
  - ➢ What does it mean to be engaged in your organization?
- **Organizational structure (4 questions)**
  - ➢ What roles do adults play in your organization? What roles do youth currently play in your organization?
- **Organizational processes (6 questions)**
  - ➢ How open is the organization to change? How are organizational changes introduced and implemented?
- **Organizational dynamics (4 questions)**
  - ➢ How would you describe your organization's work culture?

THEME

- Civic Engagement & Youth Leadership

TARGET POPULATION

- Staff and managers of youth (middle school, high school, post-secondary or young adults) organizations

LENGTH & HOW IT IS MEASURED

- 19 items answered in text
- Paper-pencil or electronic versions
- Available in: English

DEVELOPER

- Youth Infusion

FIND IT HERE

〽 PSYCHOMETRICS

RELIABILITY	VALIDITY
• none	• Face validity

⊕ **Learn more:**

- http://www.performwell.org/index.php/find-surveyassessments/programs/child-a-youth-development/civic-engagment-for-youth/youth-adult-engagement-readiness-assessment

youth adult engagement
Readiness Assessment

How to use:

⟹ Start by thinking about your organization's rationale for wanting to engage young people. The six questions on the first page try to capture these motivations.

⟹ Page two is the start of the organizational inventory. Questions are divided into four sections: definitions, structure, process, and dynamics. They are designed to help you reflect on how your organization is set-up and the ways in which work gets done. For youth engagement to take root, young people must become an integral part of business as usual.

⟹ Start by filling out the column **"My Insights."** The second column, **"Other's Insights"** can help you start a dialogue with your colleagues. How much consensus exists in your organization around work structure, process, and dynamics? Is youth engagement conceptualized in a similar way?

⟹ Now it is time to begin prioritizing improvement areas. Under the column **"Our Insights"** rank improvement areas from <u>most</u> important to <u>least</u> important. Youth Infusion can help you complete this section!

youth infusion

So you are interested in **engaging youth**. Have you **thought** about....?

1. Why you want to engage youth in your organization? Why now?

2. How important is youth engagement to meeting your organization's stated mission and objectives?

3. What forms of youth participation/youth engagement have been tried in the past? What has worked? What has not worked? Why?

4. How do you envision young people working with your organization? What would successful youth engagement look like?

5. What do you see as the major barriers to youth engagement within your organization? Are there any legal barriers to youth serving in a governance capacity?

6. Who will need to buy-in to the youth engagement concept and plan before it can be adopted?

(ORGANIZATIONAL INVENTORY)

[Definitions]

	My Insights		Other's Insights		Our Insights
	What Works Well	What Could Use Improvement	What Works Well	What Could Use Improvement	
What does it mean to be engaged in your organization?					☐
How are youth **currently** engaged in your organization?					☐
How are adults **currently** engaged in your organization?					☐

[Organizational Structure]

	My Insights		Other's Insights		Our Insights
	What Works Well	What Could Use Improvement	What Works Well	What Could Use Improvement	
What is your organization's mission and purpose? Does it specify the role of youth? Is it asset-oriented and forward-focused?					☐
What roles do adults play in your organization? What roles do youth currently play in your organization?					☐
Where are youth located in the organizational hierarchy? How much access do youth currently have to the organization's decision-makers?					☐
How does work get done on a day to day basis? Where do work priorities come from?					☐

[Organizational Processes]

	My Insights		Other's Insights		Our Insights
	What Works Well	What Could Use Improvement	What Works Well	What Could Use Improvement	
How do organizational decisions get made? What voice do staff have?					☐
What internal communication mechanisms exist? How do supervisors and staff communicate with one another? How does the organization communicate with stakeholders? How does the organization communicate with youth?					☐
How open is the organization to change? How are organizational changes introduced and implemented?					☐
How are adult staff members recruited? What is the hiring criteria? Who participates in hiring decisions?					☐

What incentives exist within the organization? What motivates staff to come to work and to do a good job? What incentives exist for youth engagement within the organization? Why would a young person want to work with your organization?				☐
How does your organization measure success? What type of end outcomes do you catalogue? What type of process outcomes, if any, do you consider?				☐

[Organizational Dynamics]

	My Insights		Other's Insights		Our Insights
	What Works Well	What Could Use Improvement	What Works Well	What Could Use Improvement	
How does your organization integrate reflection into assessment practices? Are stakeholders included in organizational reflection?					☐
How would you describe the identity of your organization? How recognizable is your organization to your community, to youth?					☐
How would you describe your organization's work culture?					☐
What type of language does your organization use to talk about your work? How do you market your ideas?					☐