

RESOURCE

Tip sheet for recruiting young adults as CSE educators

ABOUT THIS RESOURCE

It can be hard to find people with the right educator profile when recruiting among the general young adult population. This tip sheet explains our open recruitment approach, which includes a stepwise process of group and individual interviews to assess candidates' potential to be positive messengers of CSE.



About Projet Jeune Leader

PJL is a youth-founded, youth-led, and youth-centered nonprofit organization established in Fianarantsoa, Madagascar. Since 2013, Projet Jeune Leader has delivered comprehensive sexuality education to young and very young adolescents (ages 10-16) in Madagascar's public middle schools, partnering closely with schools and school districts. To do this, we recruit dynamic young adults (aged 18-25) for their positive gender attitudes and potential as role models, train them rigorously over two months, and hire them under a full-time, paid contract if they pass an end-of-training assessment. We then integrate each of them into a partner public school where they teach a year-long, time-tabled CSE course to multiple grades using our age-segmented, gender-transformative, 27-module curricula. When they are not teaching, educators provide a package of other essential services (enrichment activities, counseling, medical referrals, and programs for parents and teachers).

About the Guidance Tool: *CSE We Can Count On*

Projet Jeune Leader has developed “CSE We Can Count On,” a publication sharing strategies, actionable guidance, and tools that we use in our work with tens of thousands of students, parents, teachers, and school officials in Madagascar to build and harness community support for in-school comprehensive sexuality education. This document, which accompanies the guidance tool, shares one of the resources that we use regularly.



Read “CSE We Can Count On” and accompanying resources at www.projetjeuneleader.org/resources/community-support.

The uses and success of this resource are undeniably dependent on the context in which CSE is being delivered. Even so, we hope that it serves as a source of inspiration and creativity for others – civil society organizations, international non-governmental organizations, and even governments – committed to delivering in-school comprehensive sexuality education in their own contexts.

A stepwise process

Step 1. Determine the educator's profile

The first step when recruiting for potential CSE educators among the general population is to determine the profile that you are looking for.



Projet Jeune Leader looks to recruit young adults, male and female, who:

- Are 18-25 years old (mandatory criteria)
- Have a high-school diploma (mandatory criteria)
- Are unmarried and do not have children (mandatory criteria)
- Have no criminal record (mandatory criteria)
- Are available to start immediately (mandatory criteria)
- Are mature and engaging
- Do not smoke
- Have experience educating and mobilizing young people
- Like working with children and youth
- Are ready to live in rural areas

Step 2. Publicize the position through relevant mediums

Once the profile has been established, the position can be publicized through appropriate for the target audience. Boosted social media posts, flyers, and posters in recreational spaces where young people gather are a few ways to capture young people's attention about the job.



Projet Jeune Leader also organizes a Q&A meeting open to the public, which gives potential candidates the opportunity to learn more about the position and ask questions to Projet Jeune Leader's staff.

Step 3. Hold group interviews

Group interviews can be used to quickly assess a range of skills and qualities, such as positive values towards CSE, dynamism, creativity, public speaking, and critical thinking. Group interviews are also an ideal way to give many candidates a chance to be considered for the open position.

Ideally, each group should consist of 4-5 candidates and the interview should not last more than 30 minutes. The CSE program staff conducting interviews should establish a common rating system (1 to 5 or poor-average-good...) for each quality and skill assessed so that candidates can be easily compared against one another and selected for the next step (which is an individual interview).



Projet Jeune Leader has a first-come, first-serve policy for group interviews. In other words, we do not pre-select potential candidates based on their resume or cover letter but rather let interested candidates – who show a high school diploma and ID card in the required age bracket – sign up in person for a group interview slot. We do this because we have found that most young adults who are interested in the Educator position and fill our qualitative selection criteria (“mature and engaging,” “like working with children and youth”) have little to no relevant professional experience to show on their resumes and have poor writing skills with which to craft a compelling cover letter.

There are many activities that could be conducted during these 30-minute group interviews. Here are some suggestions.

1. Candidates fill out a 5-question values survey. The goal is to determine whether candidates' values align with the CSE program's values towards adolescent sexual and reproductive health and rights and gender-equitable programming. The survey could ask questions such as:

Taking about sex encourages young people to have sex.
I completely agree
I agree
I don't know
I do not agree
I completely do not agree

We consistently get a range of answers on our values survey, indicating that candidates seem to display little to no social desirability bias in completing the survey.

2. Candidates act out a skit, as a group, based on a short scenario provided. The goal is to assess candidates' dynamism and creativity.
3. Candidates blindly select a public speaking topic and have one minute to speak about the topic to the group. The goal is to assess candidates' public speaking and critical thinking skills. Sample topics: *Why do you think CSE program X places young adult Educators in schools rather than health care providers in schools? Or What program(s) would you put in place to curb school dropouts among youth if you were the Minister of Education?*

Step 4. Hold individual interviews

Individual interviews are a chance to explore candidates' motivation, availability, past relevant experiences, and teaching skills.



Projet Jeune Leader asks candidates at this stage to bring a resume and uses the resume to guide the portion of the interview around the candidates' past experiences.

The interview can start with standard questions related to the desired profile, such as: *What experience do you have working with children or youth? What experience do you have in X? What is your current availability?*

From there, to assess teaching skills – assuming this is a core component of the CSE program – candidates can be asked to teach “on the spot” an excerpt of the CSE curriculum or to come up with a quick activity/icebreaker/game.



Projet Jeune Leader has a scripted CSE curriculum; we are not looking at candidates' ability to come up with engaging content but rather their ability to read in Malagasy and simultaneously follow simple instructions embedded in the scripted curriculum (e.g., “Point to the blackboard,” “Write X on the board”). We give the candidate a whiteboard and marker to mimic the blackboard that they would use under real work conditions.



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