



North Vancouver District
Public Library

Connecting Community. Sharing Knowledge. Inspiring Stories.

Inspiring Stories

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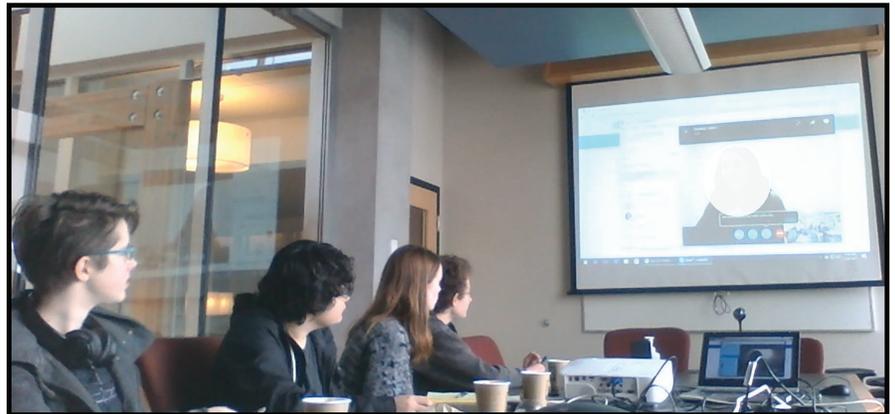
Engaging Teens

North Vancouver District Public Library will soon be introducing a brand new position! A Teen Engagement Librarian will connect with our local teens to help the Library deliver better services, programs, collections, and more, to youth aged 12-18.

Teens are not always encouraged to be a part of the process when it comes to making important decisions. Supervisory adults can often take on a “we know what’s best” mentality, which doesn’t take into account the thoughts and opinions of those who will be affected by the decision. Therefore, during the recruitment of this brand-new position, we decided to try something a little different!

We invited a few members of the Teen Advisory Group (TAG) to form a Teen Interview Panel to help select the final candidate for the Teen Engagement Librarian job. The Library Director and Manager of Community Connections met with the five teens to teach them how to conduct a professional interview and help them develop their questions. They also coached them on how to establish roles, take notes and manage time during the interviews.

Interviews were scheduled on a Saturday morning, and teens were alone with the candidates during the interviews to ensure they were comfortable and empowered throughout the process. Afterwards, the teens provided us with feedback.



Here’s what we heard from a teen:

“I loved being able to help out with the interviews. I enjoyed the amount of freedom we had in terms of conducting the interviews ourselves and without any adults...I definitely found it helpful for when I go for job interviews myself. I know what the interviewers want to see and what not to say.”

Here’s what we heard from applicants:

“Interviewing with the teens was so engaging! They asked such thoughtful, challenging questions, were entirely professional.”

“The teens’ questions seemed to come from a very genuine place and I couldn’t detect very much influence from guiding adults. I felt like the teens were getting the information that was truly most important to them.”

“I am so pleased that the teens were included and empowered in this process. I think the experiment was a great success. It shows how committed NVDPL is to including teens in Library processes whenever possible.”