



YOUTH INTERVIEW ENGAGEMENT CHECKLIST

TIP / ACTION	
Personalize the experience to the young person's background and interests (inquire about what they like, plans for the future, etc.)	
Keep interviews short, clear, and well-structured	
If possible, bring friendly, enthusiastic staff who represent your workplace culture	
Share interesting facts about your workplace, industry, or brand story	
Use real stories (your career path, an average day, a funny or meaningful incident), and examples that relate to youth experiences (gaming, sports, school, hobbies)	
Include hands-on demonstrations or visual examples of job tasks	
Use simple, plain language explanations and questions	
Avoid overly formal phrasing and intimidating or discouraging language (i.e., "you need a thick skin to work here")	
Know your audience — understand Gen Z values (purpose, fairness, flexibility, diversity, empathy)	
Use humour and / or small talk to create a relaxed, informal atmosphere (i.e., show a short, funny TikTok or YouTube video that is relevant to the environment to break the ice)	
Provide recognition early — highlight strengths or improvements you observe	
Clearly explain what success in the role looks like and ask what kind of support will help them be successful (communication preferences, learning styles, etc.)	
Highlight growth pathways and development opportunities in your workplace	
Offer scenario-based questions in interviews to support first-time jobseekers	
Ask for feedback from youth on the interview experience	