

## How does NYLT Youth Staffing Work?

Each NYLT course has an adult Course Director (CD). The CD for each course is selected more than one year in advance of the start of their course. The CD is assisted by 3-4 adult Assistant Course Directors. In general, a CD serves in that role only one time.

Each CD is responsible for selecting and inviting the youth staff for their course.

### A Typical Youth Staff consists of 13 Scouts or Venturers

Course Leader	(experienced staffer)
Assistant Course Leader for Program	(experienced staffer)
Assistant Course Leader for Service	(experienced staffer)
Team Guide	(experienced staffer)
Team Guide	(experienced staffer)
Team Guide	(experienced or new staffer)
Team Guide	(experienced or new staffer)
Team Guide	(new staffer)
Team Guide	(new staffer)
Team Guide	(new staffer)
Team Guide	(new staffer)
Youth Quartermaster	(new staffer)
Youth Quartermaster	(new staffer)

The staffing process generally starts about 5 months prior to the course. The CD will often build his or her staff from the more senior to less senior youth staff positions. The CD will invite a Scout to join her course for a particular staff position. The CD will provide the Scout with all the information about the course and answer any questions the Scout may have. The CD will allow the Scout some time to consider the offer. The Scout may then accept or decline the invitation. The process of filling a full staff often takes a month or more. Sometimes staffers choose to drop out because of new commitments. In this case the CD will be back on the phones trying to line up a replacement.

NYLT Staff members are required to attend all six days of their NYLT course. They will also be expected to attend two one-day (about 9-5) staff development sessions and one two-day (overnight) staff development session. They will be expected to attend the NYLT participant orientation for their course. The CD will provide the dates for these meetings when she invites a staffer to join her staff. If a staffer has conflicts with one or more of these events, they should discuss this with the CD. Exceptions may be possible.

For the positions annotated above as “experienced staffer” the CD will choose from among youth who have staffed NYLT before. The CD will have information about how well the youth performed in their prior staff experience or experiences, and she will use this in deciding whom to invite and for what staff position.

Finally, the CD will fill the positions annotated “new staffer” with youth who have completed NYLT but have not staffed an NYLT course. The CD has two primary sources of information to use in deciding whom to invite to fill these new staff positions. The first source is the set of staff evaluations of all NYLT participants, based on their skill and leadership performance during their NYLT course. The second source is the set of evaluations from an NYLT Youth Staff Search.

CD's must also select a diverse staff. They will seek staffers from many different Districts in SHAC, different backgrounds, and different ethnicity.

### **NYLT Youth Staff Search**

NYLT Youth Staff Search's are held twice per year, in January and August. Information about these interviews can be found on the shac.org website under Training/Council Training Events/NYLT.

An NYLT Youth Staff Search consists of giving a 5 minute presentation on some aspect of Scouting, a 5-7 minute interview, and a few written responses to questions. The presentation and the interview will be evaluated by experienced NYLT youth staffers. The evaluations and the written answers will be passed on to CD's for their use in selecting future staffers.

### **Frequently asked questions (from youth and parents)**

*If my Scout comes to this January NYLT Youth Search, will he be considered only for the Summer NYLT courses?*

No. All Scouts who participate in an NYLT Youth Staff Search will be considered for all future staffing opportunities. This includes the upcoming courses and future courses. However, if you know that you will be unable to staff the upcoming Summer NYLT courses, it is probably best to interview at the Youth Staff Search in August.

*Will all participants in the NYLT Youth Staff Search be offered staff positions?*

No. Not all those who participate in a Staff Search will be invited to staff an NYLT course. However, participating in a Staff Search is your best pathway to having a staffing opportunity! If you are not asked to staff an NYLT course, you may interview again at the next Youth Staff Search.

*Will I get a call giving me the result of the Staff Search soon after the Staff Search?*

No. The roll of the Youth Staff Search is to evaluate each participant and pass that information to the upcoming Course Directors. All participants are “in the running.” No one is excluded from consideration.

Only a Course Director can invite you to be a staffer. You might get a call for a Summer course. You might get a call 6-8 months from now inviting you to be on a staff. You might never get a call. However, participating in a Staff Search is your best pathway to having a staffing opportunity!

*If I have already staffed an NYLT course, do I need to interview at the Youth Staff Search?*

If you have recently been an NYLT staffer, you probably do not need to participate in this NYLT Youth Staff Search. Course Directors will be familiar with recent staffers, and, based on your performance as a staffer, they may or may not choose to invite you to staff again. If you have been passed up after staffing, then you may interview again at the Youth Staff Search.