

## **Final Interview Protocol for YouthBuild Alum**

### **Materials to Bring**

- Payment
- Digital recorder
- Consent form and debrief form (to be distributed from CIRCLE)
- Payment receipt form (to verify that the stipend has been paid to the interviewee)
- Pens and a notepad in case you need to write down some information
- (optional) soft drinks and “quiet” snack.

### **Introduction**

- Thank the interviewee and introduce yourself again
- Briefly explain your role and explain the crucial role that interviewees play for YouthBuild. Please convey something along these three points:
  - “Your input really matters for what YouthBuild National Office does in the future to improve the program and strengthen leadership for more young people”
  - “It is really important that you are honest with me for this interview, even if some things are negative or hard to talk about, because truth is really important for making real changes.”
  - “What you will be telling me today will be really helpful for YouthBuild USA and there will be times when they might want to tell your story to a larger audience. When we want to do that, we will make sure that we contact you in advance. In most cases, though, your name will not be used, and only the members of the research team working with the leaders at YouthBuild have access to the recording.”

### **Logistics, Some Expectations, and Consent Form**

- Explain the general flow - first you will be going over the timing, payments, and then the consent form, including the part about recording the session (see your handout packet for more detail).
  - The interview generally takes about an hour - sometimes a little less, sometimes a little more. But I (interviewer) will be keeping track of time, so not to worry. If I’m glancing at the clock at times, it’s because I want to be mindful of your time, and so that I can listen to your reaction to all of my questions.
  - I’m going to do my best to listen to you and understand what you mean, but to be sure, I will sometimes ask you to clarify what you mean, or ask a follow-up questions.
  - I am going to be recording our conversation today. This is so that we can keep track of what folks say in these interviews. It will only be heard researchers at CIRCLE, who we’ve hired to look at what everyone has said and tell us what the trends are. With this information, YBUSA and local sites hope to inform and improve future programming.

- It is totally OK to ask questions about anything during the interview, like when I'm not clear about what I mean by my questions, or you need me to speak more slowly or loudly. It's also fine to take your time before you respond. Also, please just say that you prefer not to answer the question if anything I ask you makes you uncomfortable.
- Do you have any questions?
- Here is an agreement form to be interviewed and audio-recorded. It talks about the things we just discussed but please feel free to read it, and if you are OK with it, please sign the bottom.

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Interview starts:

I'm going to start recording our session now.

**\*\*Start the Digital Recorder\*\***

### Experiences Before YouthBuild

**1) I want to start out by asking you about your life before YouthBuild. As you may remember, Youthbuild's missions is *"to unleash the intelligence and positive energy of low-income youth to rebuild their communities and their lives."***

**Were there experiences BEFORE YouthBuild that made you feel like a valuable contributor to your community?**

*If needed, probe by asking about specific institutions (i.e. school, community, family)*

**2) As you probably know, many students come to YouthBuild with negative experiences with school, in the community, or with their families, which can make them feel unimportant or make them feel that people don't care about them. What was your experience like before you joined YouthBuild? Were there experiences that made you feel unimportant or unintelligent? What were those experiences?**

**3) YouthBuild is intentional about helping young people become leaders. As a COYL, YB National Youth Leadership Conference, or Alumni Xchange attendee you have been considered as a strong leader by your peers and program staff. Before joining YouthBuild, did you see yourself as a leader in any way, for example, in your family, among peers, in your neighborhood? If so, how? Can you give me an example?**

**4) Given your experiences before joining YouthBuild, did anything about the YouthBuild experience, peers, or staff surprise you? If anything, what?**

Program Investment and Personal Development

**5) Now I want to ask you what it was like to be at your YouthBuild program when you were a student. What was it like for you?**

*If respondent does NOT bring up a sense of community, ask, "Some YouthBuild programs try to be like a community or even a second family, while others don't. This means that in some programs, they feel really safe and respected, while in others, they may not feel that way. What was your experience? What do you remember thinking and feeling about program staff and fellow students?"*

*If respondent does not bring up sense of community, you can also ask, "how about people (in YouthBuild USA, local program staff or other students) caring about you and showing that you were important or loved? Can you give me an example (of people caring or not caring)?"*

*We need specifics as much as possible, so if someone doesn't say very much, isn't specific, or if interviewee has trouble coming up with a story, probe using phrases like, "when you were having a hard time, was there anyone that helped you?"*

\*\*\*\*\*Break point\*\*\*\*\*

**6) How, if at all, do you think YouthBuild helped you develop as a leader, or did it fall short? Can you tell me your story and a little bit about why you're thinking that?**

*[give interviewee some time to reflect - a minute or two if needed. If the interviewee doesn't say much, isn't really specific or says "I don't know, try prompts like this]*

*Sometimes, people have talked about growing up or changing in some ways after being in YouthBuild. Some are positive and some are negative.*

*For example, do you feel that you view yourself differently as a leader, a community member, a father/mother, a worker, or a friend?*

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*For example, do you feel that your life course has changed in any way because of YouthBuild? How?*

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*What is your potential and have you reached it? What, if any, role did YouthBuild play in your journey?*

**\*\*\*Insert the LOCAL “YouthBuild Experience” survey response (a list of check-boxes) here (This would be unique to each interviewee):**

I see that you have participated in LOCAL YouthBuild activities such as X, Y, and Z (or “a lot of opportunities that YouthBuild offered” if too many). How, if at all, have these local YouthBuild experiences contribute to your development into a leader today? For example, if you were on the policy committee at your program, how did that help you develop as a leader?

**\*\*\*Insert the NATIONAL “YouthBuild Experience” survey response (a list of check-boxes) here (This would be unique to each interviewee)::**

I see that you have participated in NATIONAL YouthBuild activities such as X, Y, and Z (or “a lot of opportunities that YouthBuild offered” if too many). How, if at all, have these national YouthBuild experiences contribute to your development into a leader today? For example, if you were on the YLC, how did that experience help you develop as a leader?

**7) When you think of the time you were a YouthBuild student, do you feel that you were important to YouthBuild, and that they valued your skills? Can you tell me a story about the time that you really felt that way?**

*If you get a yes/no answer or someone doesn't say much, encourage the interviewee to tell you more:*

*How did the program show that you had something to offer, did they give you a responsibility, what was it?*

*Did you enjoying having that responsibility?*

**8) How did YouthBuild staff and program assist you in making more informed choices? How were you able to use the leadership skills that you learned through YouthBuild (such as decision-making, setting an agenda, working with people who were unlike you, listening well, etc)**

*Ask for their stories/Probe for specific examples.*

**9) How about knowledge and education? What kinds of support did you receive from the program staff, national office or fellow students to learn more or pursue more education or both? If you decided to seek more education, what or who was influential for your decision?**

**10) How about now as an alum? Do you feel that you are important to your local YouthBuild program, and that they valued your skills? Can you tell me a story about how you really felt that way? What about YouthBuild USA?**

*If needed, probe more with phrases like “how have you been able to contribute to the program”  
“What skills, talents, or experience do you feel you bring?”*

**11) Some people grow as a leader little by little, while others have a big “Ah-hah!” moment as a leader, when they learn something about themselves, about leadership, or the community. Do you remember having a moment or event like that? Can you tell me about it?**

\*\*\*\*\*Break Point\*\*\*\*\*

### Leadership and Future Prospects

**12) Some YouthBuild alumni keep going on a path toward leadership, but that’s not an option for everyone because of situations in their lives, or because they lose interest. Have you always been connected with YouthBuild, or was there a time that you lost touch with them? What about after you graduated?**

**\*\*\*Insert the NATIONAL “YouthBuild Experience”\*\*\***

[if needed, use prompts such as these]

Do you see yourself as a leader now and in what ways? If you see yourself as a leader, can you tell me about the things you do as a leader for your family, neighborhood, or town?

**\*if your interviewee is a person that lost interest in leadership, ask:\***

**If you no longer see yourself as a leader, what do you think happened? Please know that it’s really common for COYL folks to be less engaged in the community at least some points in their lives for many reasons. Can you tell me what your story might be?**

Were there specific things that made you less interested in being a leader? Was there something that made you angry about the program? Was there anything that YouthBuild could have done differently?

**\*if the interviewee is a person that lost touch with YouthBuild but came back to be involved, ask:\***

**What made you contact either YouthBuildUSA or your local YouthBuild program, after losing touch for awhile? Was there a specific person that you thought about or were there other reasons?**

**13) If being a YouthBuild graduate did not propel you further into being a leader, what follow-up was there from YBUSA staff or staff from youth local YouthBuild site that helped you continue developing your leadership? How much contact (frequency) and quality of contact did the local staff or YBUSA staff have with you?**

**14) How many people have you influenced in a positive way? Choose a number. Explain. What part did YB play, if at all, in helping you to be able to influence others?**

**15) How do you see your role as a leader in the future? What do you hope to do in the future? What is your passion as a leader? What skills that you learned in YouthBuild, do you use now? How/where do you use these skills?**

***Probe further with:***

***What would you like to really change in the world if you could?***

***What is your biggest vision?***

***How far do you want to take your leadership?***

**16) As a YouthBuild alum, in what way, if at all, can your local YouthBuild program help you reach your potential as a leader now? What about YouthBuild USA, do you feel that YouthBuild USA can help you reach your potential as a leader now?**

**17) I know you already answered a question about an experience or memory that stuck with you from YouthBuild in the survey. Is there anything else you would like to share? [\[this refers to an open-ended survey question\]](#)**