

YOUTH EMPLOYMENT PROGRAM SCREENING: ASSESSMENT MATURITY QUESTIONNAIRE

ORGANIZATION NAME	ALWAYS	SOMETIMES	RARELY	NEVER
We have well-defined eligibility criteria when screening candidates into the program/job.	3	2	1	0
We have identified the competency profile of an ideal candidate for our program/job.	3	2	1	0
We have a clear understanding of what prospective employers expect from qualified candidates in terms of competencies.	3	2	1	0
We differentiate between various types of competencies (such as technical and behavioral).	3	2	1	0
We have a well-defined assessment process for selecting candidates into the program/job.	3	2	1	0
We gather information about the candidate prior to meeting him/her (from applications, CV's, etc.)	3	2	1	0
We conducted structured (scripted and scored) interviews.	3	2	1	0
We conduct competency-based behavioral interviews.	3	2	1	0
We use psychometric tests.	3	2	1	0
We use work sample assessments.	3	2	1	0
We verify credentials.	3	2	1	0
We conduct reference checks (employment and/or personal).	3	2	1	0
We conduct background checks (criminal, drug, credit).	3	2	1	0
We benchmark our candidates against employer's best performers.	3	2	1	0
We train our staff on assessment processes, tools and techniques.	3	2	1	0
	TOTAL FOR EACH COLUMN			
	GRAND TOTAL			

SCORING

Maturity level 1	0 - 10	Maturity level 4	31 - 40
Maturity level 2	11 - 20	Maturity level 5	41 - 45
Maturity level 3	21 - 30		

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