



VOLUNTEER GUIDE

NW Youth Careers Expo

THANK YOU AND WELCOME TO EXPO!

There are several different Volunteer Roles at this expo! **When you arrive, make sure to check in at the info desk.**

We aim to strike the right balance of volunteer interviewers-to-students, so that all students are served. Sometimes, there's a lull. If you happen to take a shift and there are more interviewers than students, we encourage volunteers to actively walk the Expo to engage and invite students in for a mock interview.

We've also created opportunities for volunteers to serve as an "Expo Navigator." Wearing identifying PWA volunteer vests, and partnered with a peer guide, the Expo Navigator works with students 2:1, depending on what the student needs—resume prep, mock interview, career talks, or touring the job fair.

MEET STUDENTS WHERE THEY ARE:

Many students might be uncomfortable at the Expo, Whether that be in the Exhibit Hall or the Mock Interviews. They might be shy or timid, or their first language might not be English. Please exercise patience and understanding to students participating in the interviews.

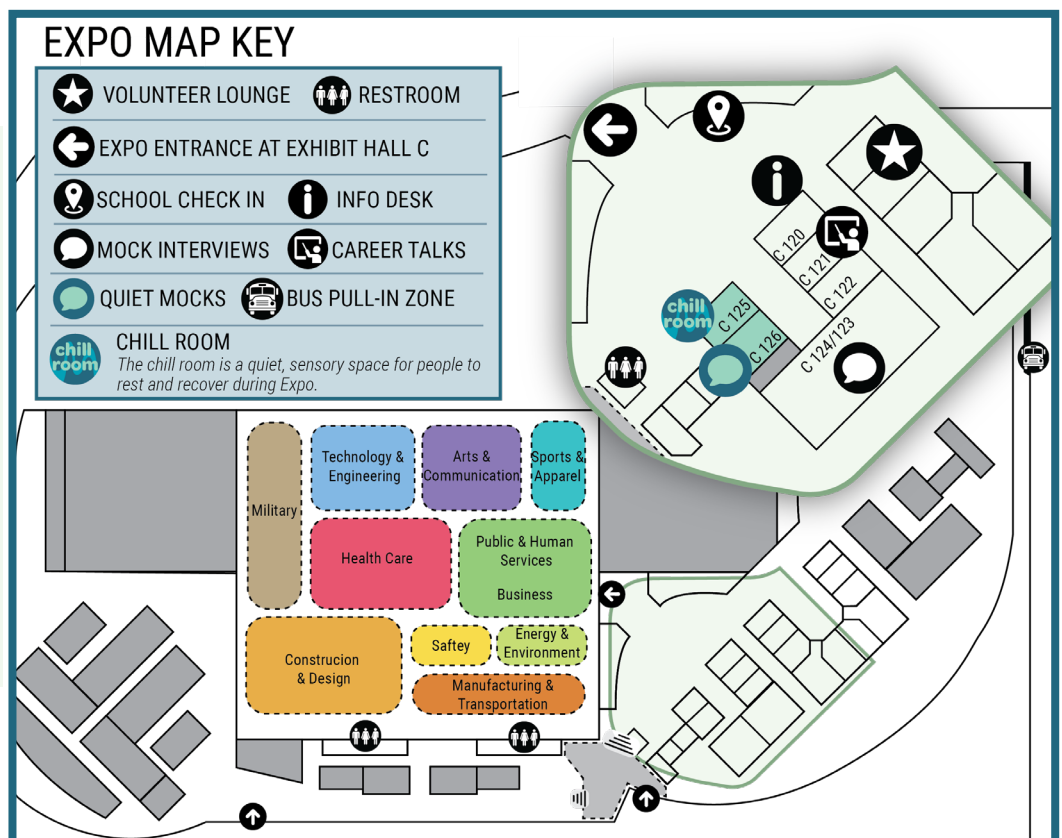
Our primary goal is for this to be a positive experience that makes students feel more comfortable with talking to adults in a professional setting.

Try to take cues from the students and move at their pace.

If you have any questions, reach out to the Expo Volunteer Leads:

Sara Stowe:
503-679-7895

Janet Rodriguez:
503-720-9777



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PWJ Mock Interviews

INTRODUCTION - GREETING

- Since COVID, we recommend interviewers follow the student's lead for shaking hands
- Quick, 30-second intro between you and student (names, profession/interests)
- Inform and remind students:
- Each question is asked often in interviews
- Try to answer each question within 2 minutes

INTERVIEW - 15 MINUTES

Ten (10) minutes for questions (typically 3-4 interview questions)

- The length of the answer depends on the question
- Let the student provide a complete answer—or prompt them for a complete answer— rather than rush them through with incomplete answers
- We have provided sample questions
- Absolutely no questions regarding race, color, sex, gender identity, disability, sexual orientation, religion, ethnicity, or gender
- Mark the box to the left of each question to clearly identify which questions are asked

Five (5) minutes for feedback

- The last question to ask each student is Do you have any questions?

EVALUATION SCALE

Use this scale to give the student feedback in the categories as indicated on the Feedback Sheet.

For behavioral interview questions (“tell me about a time when...”) evaluate their response using the STAR Model (Situation, Task, Action, Results).

For knowledge, technical, or situational questions, evaluate their response in how they use their academic, work, or volunteer experience.

| RATING | DEFINITION |
|-------------------|---|
| EXCELLENT | Clearly exceeds desired skill level |
| GOOD | Strongly displays skill level |
| FAIR | Meets skills requirements |
| NEEDS IMPROVEMENT | Displays limited skill level, needs to practice |

CONCLUSION

Complete and give the student:

- Mock Interview Questions and Feedback
- Mock Interview Certificate of Completion

Thank students for participating, encourage them with good luck, and let them know about the Student Feedback QR Code on the Mock Interview Form.

RESUME REVIEW

Students may or may not have a resume or experience creating one. If you have time, feel free to review their resume, otherwise send them to the resume table for resume review and resources after their interview.