

Project Search

The library service has worked with PROJECT SEARCH and hosted several interns by offering placements in different libraries. The interns were given the opportunity to work in a frontline service working with both staff and residents and learning how a public library operates from issuing books to running storytimes.

After their placements we had two interns apply for roles within the library service and we worked with their job coaches to make adjustments to our recruitment process to ensure that we made the interns as comfortable as possible. This included:

- Meeting with the job coach prior to the interview to get a better understanding of the intern and how they might come across at the interview.
- Going through the themes for each question with the job coach so that they could conduct mock interviews with the interns.
- Ensuring that the interns knew how the interview would run and who would be in the room prior to attending.
- Ensuring that the interns were given a copy of the questions at the start of the interview so that they could refer to them as needed.
- Allowing the job coach to be present in the interview so that the intern had a friendly face in the room with them.

Both interns who have applied for jobs within the library service have been successful and are now working in roles as casual library assistants. We did do some additional work with one of the interns who was unsuccessful at first, supporting him further in the workplace and identifying the areas he needed to develop in order to be able to provide relevant examples at an interview.