

ATTACHMENT A

LAKE COUNTY JUVENILE JUSTICE COUNCIL YOUTH ADVISORY BOARD RECRUITMENT STRATEGY

Purpose: The Lake County Juvenile Justice Council (LCJJC) is establishing a Youth Advisory Board (YAB) to provide a meaningful and structured opportunity for youth to inform, advise, and contribute to the work of the Council.

The purpose of this Recruitment Strategy is to establish a consistent process for identifying, recruiting, and selecting the inaugural members of the YAB.

The recruitment process seeks to create a YAB that reflects the diversity of youth throughout Lake County and includes a range of experiences, backgrounds, interests, and perspectives. Efforts will be made to engage youth who have direct or indirect experience with the juvenile justice system, while not making juvenile justice involvement a requirement for membership.

Recruitment Message:

Your Voice. Your Community. Your Future.

The Lake County Juvenile Justice Council is creating a Youth Advisory Board for young people ages 14–18 who want to make a difference in their community.

YAB members will have an opportunity to:

- *Share their ideas and experiences with community leaders;*
- *Help identify issues affecting young people;*
- *Recommend improvements to juvenile justice programs and services;*
- *Learn about the juvenile justice system;*
- *Develop leadership and advocacy skills;*
- *Work with other young people on community projects; and*
- *Help shape the future of juvenile justice in Lake County.*

You don't have to be an expert. You just need to have a voice and be willing to use it.

Recruitment Objectives: The recruitment process will seek to:

1. Establish an inaugural YAB of approximately **8–15 youth, ages 18-14.**
2. Recruit youth from communities throughout Lake County.
3. Obtain representation from a variety of schools, communities, organizations, and youth-serving programs.

4. Include youth with a range of experiences and perspectives regarding youth services and the juvenile justice system.
5. Intentionally engage youth with direct or indirect experience with the juvenile justice system.
6. Identify youth who are interested in leadership, community service, advocacy, public policy, or improving services for young people.
7. Reduce practical barriers that may prevent youth from participating.
8. Establish a recruitment process that is accessible, transparent, youth-friendly, and sustainable.

Recruitment Partners: The JJC Coordinator should develop a network of organizations and individuals willing to assist with recruitment. Potential recruitment partners include:

Schools and Educational Partners

- Lake County school districts
- High schools
- Alternative schools
- School counselors
- School social workers
- Student government
- Student leadership organizations
- Career and technical education programs

Juvenile Justice Partners

- Juvenile Probation
- Juvenile Detention
- Law enforcement agencies
- State's Attorney's Office
- Public Defender's Office
- Juvenile Court

Community Partners

- Youth-serving nonprofits
- Park districts
- Mentoring organizations
- Youth employment programs
- Community centers
- Faith-based organizations

Recruitment Approach: Recruitment materials should be distributed through platforms and settings where young people already interact, including:

- School announcements
- Student organizations
- Youth programs
- Community organizations
- Social media
- Community events
- Youth-serving agency communications

JJC members and community partners will be asked to identify youth who may be appropriate candidates. (Note: A referral does not guarantee selection. All youth should complete the same application and selection process.)

Application Process: The application should be brief, accessible, and youth-friendly.

Suggested Application Questions:

- 1. Why are you interested in serving on the Lake County Juvenile Justice Council Youth Advisory Board?*
- 2. What is one issue facing young people in your community that you think adults should better understand?*
- 3. If you could change one thing about the way young people experience the juvenile justice system or related services, what would it be?*
- 4. What perspective, experience, or ideas would you bring to the YAB?*
- 5. What would you like to learn or accomplish as a member of the YAB?*

Applicants will have an opportunity to identify relevant experience with the juvenile justice system or youth-serving systems, but will not be required to disclose sensitive personal information.

Selection Process: Applications should be reviewed by the JJC Coordinator and presented, with recommendations, to the Council. JJC Coordinator consideration will include interest and motivation, ability to participate consistently, diversity of perspectives, geographic representation, interest in community issues, juvenile justice experience and

the ability to work collaboratively with peers and adults with the goal is to create a group capable of providing meaningful youth perspectives.

Recruitment Timeline

The following timeline is recommended for establishing the inaugural YAB:

Timeline	Activity
September 2026	JJC reviews/approves YAB bylaws and recruitment strategy
September 2026	Finalize application and recruitment materials
October 2026	Presentation to JJC Board for final approval.
October 2026	Open YAB application period. Conduct outreach to schools and community partners .
November 2026	Review applications/Select inaugural YAB members
November–December 2026	Conduct orientation and begin regular YAB meetings

Action Items:

Recommend approval, by consensus, the Youth Advisory Board Recruitment Strategy and authorize the JJC Coordinator to begin recruitment following approval of the YAB bylaws and recruitment strategy by the Board.