

# BEST BUDDIES INTERNATIONAL YOUNG LEADERS COUNCIL

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2022 APPLICATION PERIOD

*Mission Statement: The Young Leaders Council (YLC) is a diverse group of leaders of all abilities who bridge the gap between the student perspective and staff experience for Best Buddies International initiatives. Individuals conceptualize, design, and execute unique initiatives that apply to all aspects of the Best Buddies ecosystem: Friendship, Leadership, Jobs, and Inclusive Living. The YLC is dedicated to student leaders' education, engagement, and empowerment in Best Buddies through peer-to-peer support and innovation.*



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# PURPOSE OF THIS REPORT

The following report will discuss the successes and shortfalls of this past Young Leaders Council (YLC) application period (February 2022 - April 2022). We will include information such as insight for applicants, and key knowledge for states/countries (locations) to gain a better idea of areas that can be focused on to improve applicants' skill sets to boost their chances of joining the YLC in the future. We are wanting to provide a behind-the-scenes view of how the YLC chooses the next top leaders in the organization to serve on Best Buddies International: Young Leaders Council.

We would like to acknowledge that a report such as this has never been produced in years past. The leadership on the YLC feels an obligation to share key observational statistics that can be capitalized on by Best Buddies staff to show where our leaders are succeeding and falling short.

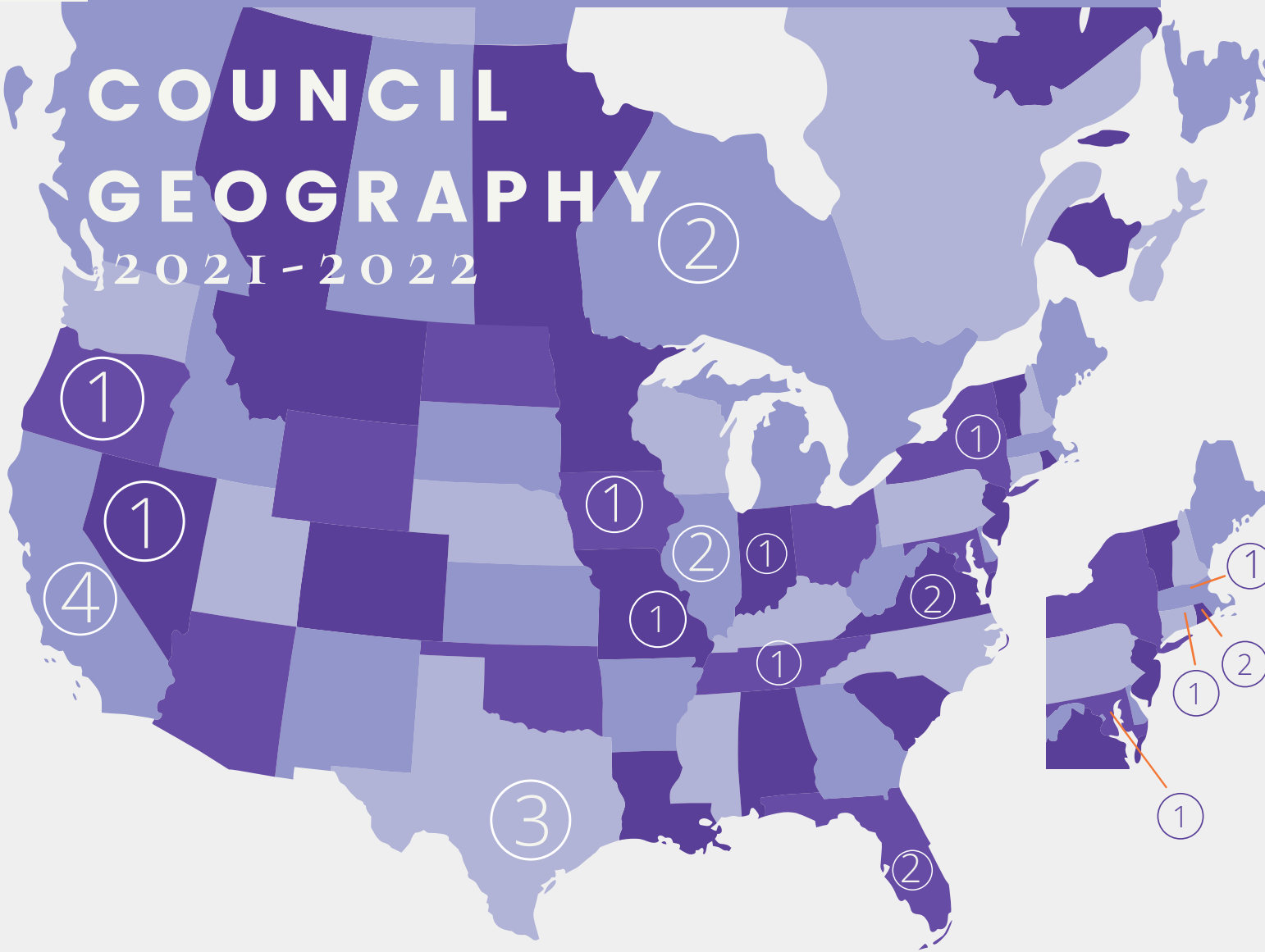
The YLC was extremely impressed by every applicant who submitted an application. We are so grateful to be provided the opportunity to see a glimpse of the activism our leaders are doing across the world. To every person who applied this year, thank you again for providing the members of the YLC the chance to learn more about you and the impact you are making in your community. Without you, we would not be able to make the significant impact Best Buddies International is able to have.

We hope that all who were not accepted this year reapplies next year. Many of the current members of the YLC had to apply more than one time before being accepted.

PRIOR TO APPLICATION

# COUNCIL GEOGRAPHY

2021-2022



If you would like to learn more about the YLC, such as initiatives, structure, and completed projects please visit our linktree for the most updated Council Report.



<https://linktr.ee/bestbuddiesylc>



# APPLICATION PROCESS:



The YLC reviews applications once per year. Applications open annually on **February 1st**.

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## **PAPER APPLICATION:**

All applicants applying for the YLC will need to fill out a paper application, that will have a wide-ranging of questions allowing the council to assess the leadership skills and the type of advocate each applicant is. Once the application window closes (**February 1st - March 1st**), the YLC members will score the applications. At this point, applicants will be notified if they will advance to the next round.

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## **PHONE INTERVIEW:**

YLC members will coordinate with applicants to schedule a phone interview. These interviews serve as a way for the YLC to better understand an applicant's goals, background, and overall fit for the council. The interviews will be two on one (two YLC members and one applicant).

Following the final round of the application, members of the YLC will aggregate the scores from each round and will notify applicants of their acceptance status. Once new members have been selected, their term will officially begin at the first training, Council Camp.

**THIS RESOURCE  
WAS AVAILABLE  
TO APPLICANTS**

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## DESCRIPTION OF SCORING PROCESS

Prior to the start of the application process the Young Leaders Council, issued several emails to participants, states, countries, and staff members throughout Best Buddies International with information pertaining to the application process. These resources were available on our Linktree which was publicized through our social media. We encouraged applicants to utilize the resources such as “The Operations of the Young Leaders Council” to get a full consensus of what the council is, our directions, and how we operate. This was available in a multitude of forums allowing for easy accessibility.

The **paper application** was conducted via Qualtrics this year. In years past we have been using google forms. This new platform allows us to seamlessly analyze data and allowed for a more accessible platform for our applicants.

Each application was randomly assigned to three YLC members. Each member scored the application on a scale of 1-20, and was required to provide reasoning for their score. Once all three scores were submitted, the application received a cumulative average score (of the three) as their final score for their paper application. We do want to note that members of the YLC were prohibited from scoring any applicants that they knew.

Once all the paper application scores were collected the leadership of the YLC (Chairs) conducted a formal meeting to discuss which applicants will be moving forward to the next round, interviews. Following this meeting, it was concluded that **59% of the applicants moved to the interview round.**

The chairs of the YLC contacted each applicant via email, to provide them the opportunity to sign up for an interview between March 21 - March 31. Applicants were given one full business week to select their interview date and time. If an applicant was unable to sign-up for an interview they were automatically given a zero.

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## DESCRIPTION OF SCORING PROCESS

Each **interview** was conducted by one YLC chair and one YLC member. This is in contrast to years past, as we have typically conducted one-on-one interviews. We made this change to provide more opportunities to the applicant and allow the YLC a greater perspective on scoring. The final score of each applicant was calculated by taking the average of the two scores (one YLC member and one YLC chair).

The interviews typically lasted between 20-30 minutes, with the YLC asking five questions and allowing the interviewee the opportunity at the end to ask any questions they may have.

# DATA

## Paper Application Statistics:

| STATE/COUNTRY                | NUMBER    | PERCENTAGE OF TOTAL | AVERAGE PAPER SCORE | MIN SCORE | MAX SCORE |
|------------------------------|-----------|---------------------|---------------------|-----------|-----------|
| Arizona                      | 2         | 3%                  | 15.0                | 13        | 17        |
| California                   | 8         | 12%                 | 11.3                | 1         | 19        |
| Canada                       | 6         | 9%                  | 12.3                | 2         | 18        |
| Conneticut                   | 2         | 3%                  | 9.5                 | 7         | 12        |
| DC / Virginia                | 4         | 6%                  | 14.5                | 7         | 19        |
| Florida                      | 12        | 17%                 | 11.0                | 4         | 17        |
| Hawaii                       | 1         | 1%                  | 14.0                |           | 14        |
| Illinois                     | 5         | 7%                  | 13.3                | 2         | 19        |
| Indiana                      | 4         | 6%                  | 11.0                | 5         | 15        |
| Maryland                     | 2         | 3%                  | 12.0                | 7         | 17        |
| Missouri                     | 1         | 1%                  | 14.0                |           | 14        |
| New Mexico                   | 1         | 1%                  | 12.0                |           | 12        |
| New York                     | 3         | 4%                  | 17.7                | 16        | 19        |
| Pennsylvania                 | 1         | 1%                  | 8.0                 |           | 8         |
| Philipines                   | 1         | 1%                  | 15.0                |           | 15        |
| Rhode Island / Massachusetts | 4         | 6%                  | 17.5                | 16        | 18        |
| Tennesees                    | 4         | 6%                  | 14.0                | 8         | 19        |
| Texas *                      | 6         | 9%                  | 14.3                | 7         | 19        |
| Wisconsin                    | 2         | 3%                  | 18.5                | 18        | 19        |
| International                | 7         | 10%                 | 12.3                | 2         | 18        |
| <b>TOTAL:</b>                | <b>69</b> |                     |                     |           |           |

### DESCRIPTION:

We want to acknowledge that many of the state averages might be deceiving as there were several states that had applicants who received scores on both ends of the score spectrum (1-20) which may cause the overall state average to be skewed. This would cause inaccuracies to the state's average scores due to the outliers. To help state staff better assess the paper applications scores from their state we provided the minimum and maximum average scores. States with '\*' had at least one applicant receive a zero due to the application being incomplete. None of the zeros were counted when calculating for the states averages or minimums.

We are able to conclude that New York (17.7) and Rhode Island/Massachusetts (17.5) had the highest state averages for the paper application round. Both states had all of their applicants move to the second round, interviews. New York had three applicants and RI & MA had four applicants.

States that had only one person apply, we put their score as the average for the state and the state's maximum score.

# DATA

## Interview Statistics:

| STATE/COUNTRY                | COUNT     | PERCENTAGE OF TOTAL INTERVIEWEES | AVERAGE INTERVIEW SCORE | MIN SCORE | MAX SCORE |
|------------------------------|-----------|----------------------------------|-------------------------|-----------|-----------|
| ARIZONA                      | 1         | 2%                               | 19                      |           | 19        |
| CALIFORNIA                   | 5         | 12%                              | 15                      | 12        | 19        |
| CANADA*                      | 3         | 7%                               | 13                      | 11        | 14        |
| CONNECTICUT                  | 1         | 2%                               | 11                      |           | 11        |
| DC/VIRGINIA                  | 2         | 5%                               | 13                      | 7         | 18        |
| FLORIDA*                     | 5         | 12%                              | 13                      | 8         | 17        |
| HAWAII                       | 1         | 2%                               | 10                      |           | 10        |
| INDIANA                      | 2         | 5%                               | 14                      | 12        | 16        |
| ILLINOIS                     | 3         | 7%                               | 16                      | 14        | 19        |
| MARYLAND                     | 1         | 2%                               | 12                      |           | 12        |
| MISSOURI                     | 1         | 2%                               | 18                      |           | 18        |
| NEW MEXICO                   | 1         | 2%                               | 17                      |           | 17        |
| NEW YORK                     | 3         | 7%                               | 16                      | 13        | 19        |
| PENNSYLVANIA                 | 0         | 0%                               |                         |           |           |
| PHILIPINES                   | 1         | 2%                               | 18                      |           | 18        |
| RHODE ISLAND / MASSACHUSETTS | 4         | 10%                              | 16                      | 15        | 18        |
| TENNESEE                     | 2         | 5%                               | 18                      | 17        | 18        |
| TEXAS                        | 3         | 7%                               | 17                      | 16        | 18        |
| WISCONSIN                    | 2         | 5%                               | 17                      | 14        | 19        |
| <b>TOTAL:</b>                | <b>41</b> | <b>100%</b>                      |                         |           |           |

### DESCRIPTION:

We want to acknowledge that many of the state averages might be deceiving as there were several states that had applicants who received scores on both ends of the score spectrum (1-20) which may cause the overall state average to be skewed. This would cause inaccuracies to the state's average scores due to the outliers. To help state staff better assess the interview scores from their state we provided the minimum and maximum average scores. States with '\*' had at least one applicant receive a zero due to the applicant unable to schedule an interview. None of the zeros were counted when calculating for the states averages or minimums.

We are able to conclude that Arizona (19), Missouri (18), Philippines (18), Tennessee (18), New Mexico (17), Texas (17) and Wisconsin (17) all had the highest state averages for interviews. It should be noted that Arizona, Missouri, Philippines, and New Mexico had one person from their state interview. Tennessee, Texas and Wisconsin all had at least two people from each state interview. Know the number of observations being considered in the calculation helps when drawing conclusions and analysis.

States that had only one person apply, we put their score as the average for the state and the state's maximum score.



# DATA

## Interview Statistics:

| STATE/COUNTRY                | PERCENTAGE THAT MADE IT FROM PAPER TO INTERVIEW FROM EACH STATE |
|------------------------------|-----------------------------------------------------------------|
| ARIZONA                      | 50%                                                             |
| CALIFORNIA                   | 63%                                                             |
| CANADA                       | 50%                                                             |
| CONNETICUT                   | 50%                                                             |
| DC/ VIRGINIA                 | 50%                                                             |
| FLORIDA                      | 42%                                                             |
| HAWAII                       | 100%                                                            |
| INDIANA                      | 50%                                                             |
| ILLINOIS                     | 60%                                                             |
| MARYLAND                     | 50%                                                             |
| MISSOURI                     | 100%                                                            |
| NEW MEXICO                   | 100%                                                            |
| NEW YORK                     | 100%                                                            |
| PENNSLYVANIA                 | 0%                                                              |
| PHILIPINES                   | 100%                                                            |
| RHODE ISLAND / MASSACHUSETTS | 100%                                                            |
| TENNESEE                     | 50%                                                             |
| TEXAS                        | 50%                                                             |
| WISCONSIN                    | 100%                                                            |
| INTERNATIONAL                | 57%                                                             |

### DESCRIPTION:

We want to acknowledge that many of the locations who had 100% of their applicants moved to the interview round can be deceiving as many states only had one person apply. Hawaii, Missouri, New Mexico, New York, Philippines, Rhode Island/Massachusetts and Wisconsin had all of their applicants move to the interview round. New York (3) , Rhode Island/Massachusetts (4) and Wisconsin (2) all had multiple applicants apply and were successful on making it to the interview round.

**59% of all applicants who applied were offered an opportunity to interview.** We see this number as a great gauge for states to assess how their applicants are doing compared to their national/international peers. Other than the seven locations that had 100% of their applicants receive an interview, California and Illinois performed above the overall percentage of applicants that made it to the interview round. All other states not mentioned, fell below the 59% threshold.

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## **IMPROVEMENT RECOMMENDATIONS:**

This report is being compiled for Best Buddies staff and applicants of this cycle to gain a better understanding of how they or their leaders did throughout this process. We are hoping that staff members will capitalize on this report to provide more strategic resources to their local leaders. We are also hoping that among our readers are the applicants who were not accepted, as we are hoping you utilize this new resource to improve yourself as an applicant for future application processes, whether that is with us again or for future opportunities. We hope to see your application again!

### **Paper Application:**

The purpose of this portion of the application process is to allow the applicant space to strategically formulate their words and ideas to express the impact they have had on their school, local community, and state/country. We received several applications that were incomplete or not properly filled out. Double-check that the response you put down answers the question and sparks interest in the reader. The reader will determine whether you move to the next round.

Many of the resumes we received were unprofessional and not structured properly with too much color. Please refrain from uploading a picture of yourself and if you provided an objective section make sure it is properly directed to what you are applying for.

Recommendations for future paper applicants:

- Always have someone look over your application before submitting
- Make sure your responses are direct, spark interest, and answer the question
- Have an individual with a professional background/experience look over your resume and cover letter
- Make sure there is no color or pictures on your resume
- Make sure your resume is consistent in formatting

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## **IMPROVEMENT RECOMMENDATIONS:**

### **Interviews:**

The purpose of this portion of the application process is to allow the applicants time to provide greater information about themselves. These interviews serve as a way for the YLC to better understand an applicant's goals, background, and overall fit for the council.

Recommendations for future interviews:

- Prior to the interview practice with a friend, peer, or family member
- Come prepared with questions
- Arrive on time (at least 5 minutes prior if over zoom, 10 minutes if in-person)
- Make sure your responses are developed appropriately to interest interviewers to explore further detail of the topic
- Always send a follow up email

### **APPLICATION HIGHLIGHTS:**

We were very impressed by the applicants this year as they generated inspiration to every YLC member who read their application. The individuals we chose to be part of the next term of the Young Leaders Council (2022 - 2023 term), are not only having an impact at their schools but also in their community and state. These individuals are the top leaders in their state Best Buddies programs, in other organizations and in their surrounding communities. We purposely put communities because most of these individuals are not only pushing the mission of inclusivity in the Best Buddies community but also pushing for equality for gender, sexually, race, disabilities and/or other minority groups. They are self-motivate individuals trailblazing for a more prosperous and equitable society. The YLC is searching for the best of the best. Leaders of leaders. We don't accept just anyone, we are extending invitations to tomorrow's leaders.

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For more accurate recommendations on your state's applicants or your own application please contact us.

Thank you for taking the time to read through our 2022 application Report. If you have questions or concerns please contact us at, [ylc@bestbuddies.org](mailto:ylc@bestbuddies.org).

In Friendship,

