

Oregon Youth Authority

Joint Committee on Ways and Means Public Safety
Subcommittee
Phase 2 – Hiring Processes
May 1, 2025

Hiring Processes

Goal | Data | Overview





OYA strives to hire the most qualified applicant





“The youth authority shall...

...analyze the disparities in outcomes based on the demographics of the persons in the youth authority’s custody”
ORS § 420A.010

...endeavor to develop and operate...culturally appropriate programs for adjudicated youths”
ORS § 420A.010

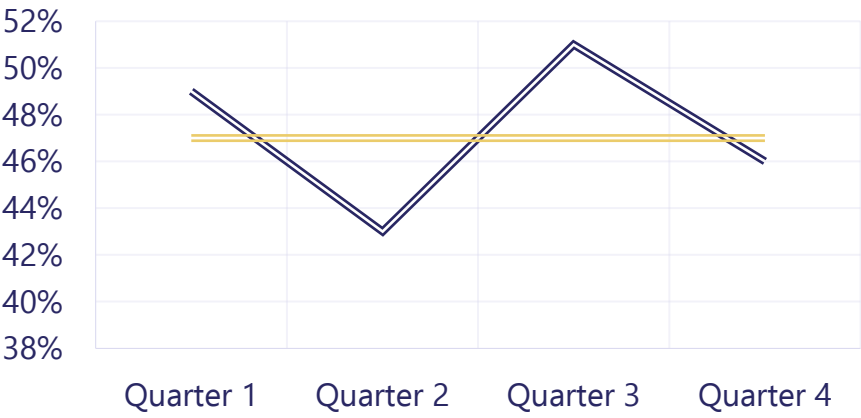
...take into consideration the demographic disparities among adjudicated youths and between adjudicated youths and youth authority employees and how those disparities may affect the cultural appropriateness of the programs”
ORS § 420A.010



Hiring Processes

Data

DIVERSITY OF APPLICANTS, 2024



of Applicants April 2023-25: 13,130

% of Applicants who met MQ: 80%

of Hires: 814

Retention				
	Q1 2024	Q2 2024	Q3 2024	Q4 2024
% of employees passing trial service	91%	87%	78%	84%
% of involuntary separations*	9%	4%	4%	3%
*including trial service removals and resignation in lieu of dismissal				

Hiring Processes



Attract strong candidates
Hire the most qualified

Develop a recruitment plan built for reach and results.

Screen thoughtfully, interview with intention, and document decisions.

Consider equity and diversity as a legal requirement and an ingredient in a successful recruitment.

Consider Veteran preference as a legal requirement and an ingredient for successful recruitment.

All stages of the process are fair and documented.

The end goal is always to hire the most qualified applicant.

Hiring Processes



Behavioral-Based Hiring Questions

Sample Questions:

1. How do you build team, both with your subordinates and with your peers? Describe your experience managing team performance issues and realigning unit objectives and expectations. Describe experiences bringing people of different backgrounds together.
2. Give an example of a time when you knew that a process was done poorly or a situation was handled improperly. What did you do? What effect did your actions have on the outcome?
3. A guiding principle of the OYA Facility Services Department is that we increase public safety by equipping and empowering youth to change their lives. What does this principle mean to you? Give an example of a time that this guiding principle showed up in your work and how you contributed
4. The Juvenile Justice System and change are nearly synonymous. When faced with change management situations, what strategies, skills and techniques have you found to be the most successful at bringing both the change, and the people involved in the change, forward?