

Final Interview Guide

By the time the client has reached the Final Interview stage, they have already been progressed through six other stages of the intake process, and so their likelihood of admission is fairly high. The Final Interview should be conducted by the person accountable for program outcomes, such as the Manager or Director. It may also be conducted as a panel interview with different team members. The goals of the interview are:

- Determine if the client is ready for the program
- Identify any “unknown barriers” that would prevent the client from succeeding and whether or not these barriers can be overcome through support and problem-solving
- Pay attention to the client’s verbal and non-verbal reactions to various questions

Goal	Interview Questions/Techniques	Outcome
Set the context for the interview	<ul style="list-style-type: none"> ○ We’ve determined you have capacity to successfully complete the Homeward Bound program, which is very competitive. ○ The goal of this interview is to have a conversation about where you are in your life right now, in order to determine if you’re ready for the program. ○ How are you feeling going into this interview? How do you think you performed during the intake process? 	<p><i>Reassure the client that they have the qualities that you are looking for in Homeward Bound clients.</i></p> <p><i>Establish trust needed for an open and transparent conversation.</i></p>
Understand the client’s situation through their narrative	<ul style="list-style-type: none"> ○ Why are you applying to Homeward Bound at this point in your life? ○ What are all the priorities in your life right now? How would you rank those priorities? ○ Are there any priorities that would be more important than completing program milestones? ○ How would you balance these priorities if you were accepted into the program? 	<p><i>Understand the client’s motivation for applying to the program.</i></p> <p><i>Ensure the client engages in the conversation and is reflective, instead of providing the “correct” answer.</i></p>

<p>Deep dive into online application answers and any previously flagged issues</p>	<ul style="list-style-type: none"> ○ Review the eligibility criteria and the client's online application answers ○ Ask the client to expand on any areas that are of particular concern to the success of the program, including: <ul style="list-style-type: none"> ○ Past/current substance use issues and recovery journey ○ Criminal proceedings or history of bringing criminal charges ○ Full description of living situation, and assessment of urgency of the client's need for stable housing ○ Custody situation, history with Family Court and involvement of the father in parenting/income support 	<p><i>Clarify the program expectations with the client, and identify any potential barriers to success.</i></p> <p><i>Determine if/how the father of the children would impede the client's ability to participate in the program.</i></p> <p><i>Identify issues that may need further problem-solving, such as custody issues.</i></p>
<p>Deep dive into the client's parenting style and needs of their children</p>	<ul style="list-style-type: none"> ○ What is your relationship with your children? ○ What is your parenting style? ○ How would your children describe your parenting style? ○ What supports do you have in place for your children? ○ How much time is required from you to support your children? 	<p><i>Identify the level of support that the client's children need on a day-to-day basis, such as learning or behavioural supports.</i></p> <p><i>Determine if issues need to be brought to the Family Resource Counsellor.</i></p>
<p>Wrap-up discussion about readiness and potential required supports</p>	<ul style="list-style-type: none"> ○ Why are you interested in the Homeward Bound program? ○ Do you have any fears/concerns about your ability to meet the academic milestones? ○ Have you had previous difficulties in school? ○ Do you need any accommodations? ○ What would you do if you don't get accepted into Homeward Bound? 	<p><i>Determine if the client has any learning disabilities that would require special accommodation.</i></p> <p><i>Confirm that the client's motivations are consistent with what they stated at the beginning of the interview.</i></p> <p><i>Gage the client's level of confidence that they would succeed in the Homeward Bound program.</i></p>