Everybody Needs A Little R and R!

Recruitment and Retention

...the bookends to a successful year
Recruitment

...Starting the year off right
A Plan For Success

Recruiting Appropriate Members

• Who do you need? (Placement Requirements)
• When do you need them? (Creating A Timeline)
• How will they find you? (Promote Your Service Opportunity)
• How do you make it happen? (Building your team)
WHO DO YOU NEED?
Placement Requirements (CNCS)

• Be a U.S. citizen, U.S. national or a lawful permanent resident alien of the U.S.
• Undergo a National Sex Offender Registry check and either a state criminal history check or an FBI fingerprint check
• Be at least 18 years old (17 year old applicants must have parental consent)
• Have a high school diploma or a GED or agree to obtain one while serving (Members serving as tutors must have a high school diploma)
Placement Requirements (Survival)

• Good Person
• Hard Worker
• Kind Person
• Hard Worker
• Considerate Person
• Hard Worker
WHEN DO YOU NEED THEM?
Creating a Recruitment Timeline
(Move backwards from proposed start date)

• Compose the Member position description
• Promote the service opportunity
• Process applications/conduct interviews
• Develop acceptance materials & waiting list
• Establish criminal record check procedures
How will they find you?
Promote Your Service Opportunity

- Social media
- Word of mouth
- Your organization’s website
- College/university campuses
- Local community/faith-based community
- Online volunteer and/or career sites
- MyAmeriCorps Portal
How do you make it happen?
Build Your Team

• Identify recruitment needs
• Outline applicant requirements
• Screen potential candidates
• Make selection decisions
Retention

...Protecting Your Investment
Retaining Your Members

• Provide meaningful service
• Provide high quality training
• Reinforce the importance of what Members Do
• Instill a sense of value and ownership
• Have FUN!!!
What if I don’t...What if I can’t

• Not every Member will be what you thought they would be
• Not every Site Supervisor will meet all of your expectations (even if you are the Site Supervisor)
• The service you envision will sometimes flop
• The training you provide will sometimes fall short
• But....
  • Tomorrow will come
  • You will have a second chance
Control What You Can

- Servant Leadership Means striving to be...

Patient  Selfless  Not easily angered
Kind  Forgiving  Joyful
Humble  Protective  Trusting
Encouraging  Hopeful  Hardworking
Do your best to remain humble and Strive to meet the needs of your Members