

Member Development and Support – Orientation

(New AmeriCorps Program Start-up Institute)

Questions / Challenges

Red Group (National Direct Programs)

- What are the elements of a proper pre-service training?
- Making it engaging and informative, about requirements?
- Creativity in online/distance orientations
- Reinforce "those selected" are the best
- Competitive aspect
- budget
- length of service or welcome member manual

Blue Group (State Programs 1)

- Is a shadow system allowable before service?
- How do you make orientation interesting?

Green Group (State Programs 2)

- I-9 Birth certificate
- Overwhelmed w/ paperwork – a ton!
- with ½ time members, coordinating schedules
- statewide program – travel
- No encuentro una manera efectiva de dar a conocer los otros programas a nuestros miembros en PR y que ellos se sientan parte del movimiento nacional. (Cannot find a successful way to relay the information about programs to our members in Puerto Rico and make them feel a part of the national movement.)
- How to accommodate large groups with limited money
- Not turning off members in the first wee/orientation with too much nitty gritty.
- Varying levels of comfort when sharing information about themselves
- Can the AmeriCorps history video be provided to programs?

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Ideas

Red Group (National Direct Programs)

- AmeriCorps background
- be engaging, create ownership
- Culture and core values
- Community building
- Give real-life situations
- be interactive
- free conference calls (google it)
- highlight successes of alumni, have alumni speak at orientations
- fellow ambassadors/building capacity
- Make it fun!
- Provide service orientation book/manual
- provide orientation of organization and how member fits into bigger picture
- provide member tour and meets all staff
- Evaluate orientation
- make sure members have opportunity to talk about themselves
- include direct supervisor, other key staff in orientation so all are on same page

Blue Group (State Programs 1)

- Make orientation interesting
- team building should be integrated (regularly) into orientation
- national guard obstacle course
- include disaster training, CPR
- Provide (healthy) food and reason to eat
- showcase member talent
- dialogue chat room for members

Green Group (State Programs 2)

- include games, jeopardy
- host site guest speakers
- CNCS history PowerPoint
- Discuss/review performance measures
- better understanding of benefits
- handbooks
- pre-test on knowledge of your organization
- include national, local, and program history
- field-trips to related agencies & juvenile detention facilities
- provide teambuilding opportunities
- challenges to discuss/walk through together
- Ropes course
- identify commonalities
- draw "ideal" AmeriCorps member
- break down the Bill of Rights; e.g., which cans can they "live" without?