

Member Development and Support – Retention

(New AmeriCorps Programs Start-Up Institute)

Questions / Challenges

Red group (National Direct Programs)

- Diversity – recruiting men, etc.
- # of qualified applicants to select from
- how to reach a specific targeted group (gender balances)
- How extensively can current members be involved in recruitment and selection?
- How to conduct screening
- No time to plan
- Understanding the difference between selecting/recruiting staff vs. AC members
- Getting operating sites to buy in and the idea of selecting people from community & population they are serving
- Developing partnerships to assist in recruiting and selection that reflects communities they serve
- Is personality taken into consideration, compatibility within a team?
- How to avoid discrimination when placing members?
- Background checks – how to make a decision

Blue Group (State Programs 1)

- Should have a well defined position description/result to foster and attract good candidates

Green Group (State Programs 2)

- Challenge – limited pool of applicants
- challenge – no service/volunteer experience and limited skills
- for youth conservation corps, selecting at-risk youth who benefit and stay with the program
- Balance pressure for recruitment and retention (#'s) with finding the best candidate for the position
- How do you inform/train site supervisors to recruit?
- How to recruit for persons not passing background checks?

Ideas

Red Group (National Direct Programs)

- See resources
- develop marketing
- use scenarios in interviews
- identify leadership styles



Visit EnCorps Member Development Resources at <http://snipurl.com/encorps>

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- target population that's diverse, yet similar to community served
- Shifting marketing of AmeriCorps to what the transformative possibilities are for the individual, "what's in it for me?" and what they'll get out of the experience (not just the service)
- College fairs, job sites
- Already have an interest in service
- questionnaire to stakeholders for feedback
- new, innovative ideas & locations for outreach (to ensure diversity)
- Place members according to who lives closest to the community served – sometimes better for them to move
- Members can job shadow each site if unclear where they should be placed
- recommendations/referrals to other programs
- Hire/place for the position needed – not to help the member, bad hiring/placement practice!

Blue Group (State Programs 1)

Nothing written

Green Group (State Programs 2)

- "Matching Fair" – informal interview with site prior to placement
- Formal interview with site prior to placement
- Ask members what they need to be successful
- Buy info in service
- Using stellar current members to help spread the word about their great experience
- making sure they know and feel comfortable with the position
- include knowledgeable members in interview process
- Make sure members understand living allowance amount & process, and ed award.