

Supervisor Circle Focus on Recruitment Webinar August 18, 2015

What type of effective recruitment practices bring your organization candidates that are a good fit for your community and position? Why?

A clear VAD is key to recruitment of quality VISTA's. Spreading the word. Our agency didn't have a lot of time nor guidance when it came to recruitment, so we were on our own and did not get the response we would have liked.

Advertised on college job sites

Advertising on multiple media sites - better way to reach out to people

being connected with people in our community

Clear description of projects.

Collaboration with sponsor organization and recruitment of present volunteers

College Campus recruitment and Linked In

College recruitment portals often lead to good candidates.

Colleges

Community outreach

Craigslist.

Detailed VADs

Direct contact

El Programa Hispano Catholic Charites

Email

Flyers and word of mouth

Having good job descriptions and VAD's and a clear idea of the skills and personality we are recruiting for

Idaho nonprofit foundation

Interesting job titles on the VAD

Internal recruitment and using professional networks

Internet. Low cost

Job Bank, Connections, Press, Youth Organizations

local contact with community leaders

Local Recruitment

Marketing outside of the portal

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Multi-interview process, broad based recruiting

multiple listings, pre-screen interviews

My AmeriCorps portal. Candidates are already familiar with VISTA procedures and rules.

national recruitment, campus recruitment

Networking

Online applications for open position

Online; university postings

outreach to colleges

Paid Facebook ads/social media

Passion for helping the community

personal referral

personal referrals from existing staff

Portal, word of mouth

Posting on multiple sites

Reaching out to potential applicants through personalized emails

Recruiting far ahead in advance.

Recruiting for July PSO, posting on local non-profit job boards

Recruiting from current volunteers in VISTA activities is effective in finding quality volunteers, but doesn't reach many potential recruits

recruiting from Universities

Recruiting recent graduates from the University of the South. The students at the University have seen the VISTAs in action, are attracted to staying an additional year to give back. We have had success with the My AmeriCorps VISTA portal.

Recruiting those with a background that adheres to our programs.

Recruitment video about our organization & VISTA must be completed before passing along the application to sub-sites.

Referrals

Referrals from local college and customer base

Referrals from other organizations.

relationship building

RSVP of Washington County

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sharing with a network of community residents and orgs

sharing within personal networks, requiring an additional resume and cover letter to help identify the stronger candidates in the pool

Site Recognition and Remembrance

social media and website

Social media recruiting and recruiting people who already volunteer for the organizations

Social media, volunteer and job fairs, speaking events

Specific description of the skills that they need to serve in our organization.

St. Stephen's Food Bank

Targeted outreach to schools with service orientation.

Thorough interview process and a detailed position description/VAD.

Use of social media and word of mouth have typically been our most successful methods of VISTA recruitment.

Using Google Hangouts for long-distance interviews, focusing on applicant motivational statements

using local job sites

Utilizing our company's HR department. They're experienced in publicizing position listings.

We advertise in the local media and also reach out to our local colleges and universities.

We coordinate recruitment strategies with our sites, so that both our office and the host sites are promoting available positions. All candidates are screened and interviewed by our office and the site before any offers are made.

We have used the VISTA site and national non-profit site. We have received good candidates from the VISTA site.

We promote the opportunity in the universities and among our group of volunteers

We target the local college's departments for recent graduates who are passionate about service and starting their career.

We use job recruiting websites

word of mouth

word of mouth

Word of mouth

word of mouth

Word of mouth and recommendation from other national service providers

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Word of mouth or previous experience with organization

word of mouth!

word of mouth, screening interviews

Word of mouth.

Working with local Colleges

Working with local employment agencies