**Recruitment Series Self-Paced**

Exercises for Recruitment Video 4

**Recruitment Team Questions**

1. How can your supervisor support you in putting together a recruitment team?
2. List whom from your unit to include:

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1. List which agency staff, outside child welfare, to invite:

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1. Outside of the agency, which community leaders, business people, faith-based leaders or other allied professionals should you invite?

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1. Which foster parents have you identified as Foster Parent Champions for your recruitment team? (Be mindful that your Foster Parent Champions will need additional support and accommodations to participate.)

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**Recruitment Plan Questions**

1. How is your agency supporting and developing your existing families? If support and development are not formally in place, what strategies will your agency consider adding to your plan?
2. It is important for your recruitment team to be aware of your agency’s data. What types, and how many, homes do you want to recruit for in the next year?
3. Who are your targeted audiences in the community?
4. What will your recruitment message be?
5. How will you deliver your message?
6. How could your response system be improved for future recruitment inquiries?
7. How will you celebrate your successes?

Identify potential recruitment team members, or places to target your recruitment efforts (or both!)

**Recruitment Plan**

***Purpose:*** To develop a concrete action plan to keep your targeted recruitment efforts moving forward, and to include support and development strategies in your recruitment plan.

**Goal: Define what success looks like for your recruitment team: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Specific types of homes (based on age, race, LGBTQ+, geography, sibling groups, etc.) to be recruited for:**

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**Timeline (6 mos., 1 year, etc.): \_\_\_\_\_\_\_\_\_\_\_\_\_**

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| **Action Steps***What Will Be Done?* | **Responsibilities***Who Will Do It?* | **Timeline***By When? (Day/Month)* | **Resources**1. *Resources Available*
2. *Resources Needed (financial, human, political & other)*
 | **Evidence of Success***What progress have you made?* |
| **Example:****Identify Foster Parents Champions and other potential recruitment team members and plan an initial meeting.**  |  |  | **A.****B.** |  |
| **Example: Hold your first team meeting and educate members about recruitment and support & development.**  |  |  | **A.****B.** |  |
| **Recruitment (or support & development)****Activity 1** |  |  | **A.****B.** |  |
| **Recruitment (or support & development)****Activity 2** |  |  | **A.****B.** |  |
| **Recruitment (or support & development)****Activity 3** |  |  | **A.****B.** |  |

**Summary: Action steps and Timeline**

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| **Tasks to be accomplished in 3 months.****1.****2.****3.** |
| **Tasks to be accomplished in 6 months.** **1.****2.****3.** |

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| **Tasks to be accomplished in 12 months.** **1.****2.****3.** |

**Plan for celebrating successes!**

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Notes: