

Recruitment and Retention Roundtable

TIMETABLE

8:30 AM	Continental Breakfast
9:00 AM	Introductions & Setting the Agenda
10:30 AM	AM Break
NOON	Lunch on Own
2:30 PM	PM Break
4:30 PM	Adjourn

AGENDA

I. Challenges and Opportunities for Recession-based Recruitment and Retention

- Sometimes the Impossible Is Impossible
- Getting Lost Does Not Mean You Have a Lousy Roadmap

II. Where are You? Assessing Your Current Programming vis-a-vis Recruitment Goals

- What You Have, What You Need and What You Can Realistically Expect to Get

III. An Overview of the Basics: Planned Recruitment Campaign

- Reality Based Recruitment & Retention
- Assessing Your Needs
- Statement of Need
- Recruitment & Retention Obstacles
- A Planned Recruitment Campaign
- Your Current Home Population
- Evaluation Previous Efforts
- Problems & Obstacles

IV. A Brief Focus on Retention: Good Homes You Keep Are Homes You Need Not Recruit

1. The Dynamics of Foster Home Retention: **The Impact of Retention on Recruitment**

- Defining your “services”
 - Unique
 - Non-competitive

2. Foster parents’ personal barriers to their own success.

- Demands
- Irrational Ideas
- Expectations
- Appreciation
- Challenge and Stimulation
- Making a Difference
- Team Work
- Information

3. Defining Organizational Barriers to Foster Home Retention

- Identifying systemic pre-service and in-service barriers
- Promoting Organizational Change

4. Retention Strategies: A Laundry List

- Integrating Program Components into Your Retention Model
- Coordinating Your Retention with your Recruitment Programing

V. Jump-starting Your Recruitment: Quick Results and Longer Term Planning

- Two Strategies for Quick Results
- Having Someone Else Do It!
- Building Programming Permanence
- Working with the Enemy!

VI. Feathering Your Nest: Gaining and Maintaining Peer Support within Your Agency for Recruitment and Retention

- Barriers to Participation
- Rewiring the Agency Staff’s Mentality
- Programming Support through Humor and Social Competition

VII. ENDINGS

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