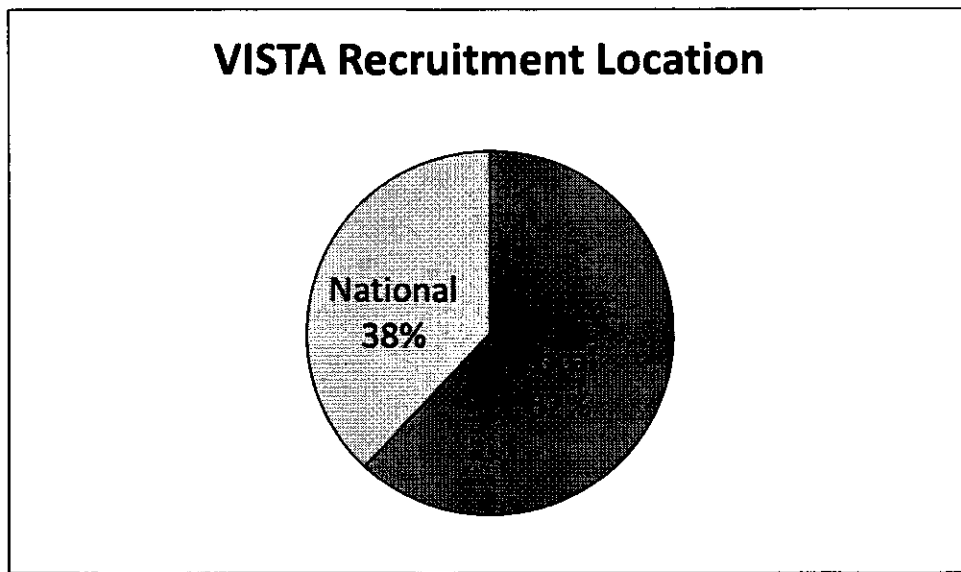


Food for Thought - Local and National Recruits

Current Members N=1805			
DEMOGRAPHICS			
Age Group		Ethnicity (top three)	
1946-1964	10%	White	72%
1965-1981	12%	African-American	11%
1982-present	78%	Latino/Hispanic	6%
		All other	11%
Education		Military Experience	3%
Less than a Bachelor's	14%		
Bachelor's Degree	65%		
Graduate Experience	21%		
% Female	82%	Parent Status	19%

VISTA members are a diverse group. When recruiting, you might encounter college students/recently graduated, single parents in their mid- to late 30s, and retirees. Some VISTAs may have graduate degrees or 4-year college degrees, while others might only have a high school diploma. Some travel to serve, while others might be members of your organization's target population. But these characteristics are not predictive of which VISTAs will "work out well" for your organization. In general, successful VISTAs work hard, get along with others, have good communication skills, are creative, and are well-supported by their sites and supervisors. The VISTA Café provides you with a few examples of people you might encounter when looking for a VISTA and some of the unique characteristics they bring with them. Reflect on these characteristics when trying to determine the "goodness of fit" for the candidate and your organization.



Source: CNCS AmeriCorps VISTA agency data 2011-13.

Local Recruits

Local recruits are drawn from the community they will be serving. They may come from the local community college, a local organization, or be a member of the target population being served by your project.

National Recruits

National recruits often hear about a position via the online recruitment and placement system, the My AmeriCorps portal, or from another job posting site, instead of through local contacts. National recruits will need to move to your community to serve.

The Implications of These Differences:

- Onboarding might be different.
- Training around community entry might be different.
- Introductions to the community might be different.

Reflect and Discuss (and chart!)

1. Discuss some of the opportunities and challenges that national and local recruits might bring to their year of service and what different supports these two diverse populations might require. (Post on chart paper.)
2. How does this impact your recruitment (including your marketing - who do you target)?
3. How does this impact your training and support plan? And that of your sub-site supervisors?