

AmeriCorps VISTA Sponsor Recruitment Practices Survey

Thank you for taking the time to complete this survey offered by the Corporation for National and Community Service (CNCS) AmeriCorps VISTA program. Your feedback about VISTA member recruitment is important to us. Survey results will be used to design recruitment strategies and materials for the VISTA program.

The survey should only take about 10 minutes of your time. Your answers will not be used to determine funding decisions or penalize you in any way.

If you have questions about this survey, please contact VISTAOutreach@cns.gov.

Begin>>

1. Which **in-person** methods do you currently use or have used in the past to share recruitment opportunities for VISTAs? (check all that apply)

- Community event (please list : _____)
- Career or job fair
- College recruitment office
- Word of mouth to friends and family
- Word of mouth to current or former VISTAs
- Word of mouth to colleagues and similar organizations
- Flyers posted in the community

2. Which **electronic or traditional media** do you currently use or have used in the past to share recruitment opportunities for VISTAs? (check all that apply)

- Email announcement to colleagues
- Email announcement to similar organizations
- Posting on my organization's website
- Twitter post
- Facebook post
- LinkedIn post
- Ad in newspaper
- Professional journals or newsletters

3. Which **websites** do you currently use or have used in the past to share recruitment opportunities for VISTAs? (check all that apply)

- MyAmeriCorps portal
- Hands On Network Local Action Center
- VolunteerMatch.org
- Craig's List
- Idealist.org
- Indeed.com
- Change.org
- Opportunityknocks.org
- Monster.com

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4. What **other methods** do you currently use or have used in the past to share recruitment opportunities for VISTAs?

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5. Do you conduct your **recruitment at certain times a year?**

Yes

No

[hidden: shown if Q5 = yes]

What time of year do you conduct recruitment? (check up to 2)

Fall (October-December)

Winter (January-March)

Spring (April - June)

Summer (July-September)

5.1.1. Why do you choose this season(s)?

6. On average, how many weeks is your **active** recruitment period?
1-20, 21+ (drop down menu)
7. During your recruitment period, **on average, how many hours do you and/or your team spend** on recruitment activities each week?
0-20, 21+ (drop down menu)
8. Who helps you recruit? (check all that apply)
VISTA Leader(s)
Sub-site supervisor(s)
Organization's human resources staff
No one
Other (please list): _____

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9. Do you focus your recruitment on specific types of candidates? (yes/no)

[hidden: shown if Q9 = yes]

Which **types of candidates** do you focus on in selecting a candidate? (check all that apply)

People living in the local area

People who will have to relocate to your area

Experienced workers

Recent college graduates

Veterans

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Military friends and family

10. Do you focus your recruitment on specific skill sets? (yes/no)

[hidden: shown if Q10 = yes]

Which **skills or skill sets** do you focus on in selecting a candidate? (check all that apply)

Business/Entrepreneur

Communications: Marketing

Communications: Public Speaking

Communications: Social media marketing

Communications: Writing/Editing

Community Organization

Computers/Technology: Social media marketing

Computers/Technology: Website design

Conflict Resolution

Counseling

Database design

Disaster Services

Education

Environment

Evaluation

Fine Arts/Crafts

First Aid

Fund raising/Grant Writing

Law

Leadership

Medicine

Non-Profit Management

Public Health

Social Services

Teaching/Tutoring

Team Work

Trade/Construction

Veterans

Volunteer Recruitment/Retention

Youth Development

11. Do you focus your recruitment on specific personality characteristics? (yes/no)

[hidden: shown if Q11 = yes]

Which **personality characteristics** do you focus on in selecting a candidate? (check all that apply)

Adaptable

Collaborative

Communicative

Confident

Copes with stress

Creative

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Culturally competent
Empathetic
Energetic
Fair
Goal oriented
High standards
Honest
Independent
Motivated
Multi-tasker
Outgoing
Solution focused
Self-starter

[hidden: shown if Q9 or 10 or 11 = yes]

Please list other types of candidates, skill sets, or personality characteristics:

12. How would you rate your success with VISTA recruitment? [Likert scale]

1= not successful

2=somewhat successful

3=successful

4=very successful

13. How would you rate your ease of use with eGrants/MyAmeriCorps Portal for member recruitment? [Likert scale]

1 = not at all easy

2 = somewhat easy

3 = easy

4 = very easy

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

15. What recruitment challenges have you faced? Why?

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About you

<<all questions required unless noted>>

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16. First Name, Last Name

17. Program Name

18. State

(State drop down list)

19. Email (optional)

20. Are you... (check one)

Sponsor/Project Director (oversee project at multiple sub-sites)

Single-site supervisor (oversee a project at one VISTA site and directly supervise VISTAs)

Sub-site supervisor (directly supervise VISTAs at a sub-site of a larger project)

21. What is the main focus area of your organization's work? (check all that apply)

Education

Community and economic development

Health/nutrition

Housing

Immigrants/refugees

Seniors

Environment

Veterans

Mentoring

Disaster recovery/relief

Public Safety

Prisoner re-entry

Other (please list :) _____

22. How many years have you been a VISTA sponsor/supervisor?

0-20+ (Drop down menu)

23. Would you be willing to volunteer to discuss your recruitment methods in detail?

Yes

No

Submit>>

Thank you for taking the time to answer the survey. Please know that based on your responses, we may be in touch with follow-up questions. Your feedback is important to us!

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