FASP Recruitment and Retention Training Program
Available Free on Line

The Firemen’s Association of the State of Pennsylvania (FASP), as part of a SAFER Grant to study Recruitment and Retention needs in Pennsylvania, has released the related training program through the VFIS Distance Learning Website, http://vfis.sju.edu. There is NO CHARGE for this program.

The program “FASP Recruitment and Retention Issues, Concerns, and Actions” is intended to
- Help you understand how to find members
- Help you understand how to keep those people
- Help you understand what motivates them to stay
- Help you understand the impacts of leadership
- Perform a self-evaluation of your organization to assist you in what may benefit your organization.

The key findings of the project and as a result the focus of action involve:
1. Recruitment and Retention are local problems. The needs, leadership and challenges are all local. What works in one community may not work in another.
2. Recruitment is MARKETING, and you need to market ALL THE TIME! A needs assessment is critical to making sure you invest your time appropriately.
3. You need to know what your members what as benefits before you choose INCENTIVES.
4. Effective LEADERSHIP is critical to success. Without effective leadership, no recruitment or retention program works.

To complete the training, which takes approximately 1 hour;
- Go to the website http://vfis.sju.edu
- Follow the instructions for “getting started”
- Once registered, you can go directly to the course “FASP Recruitment and Retention Issues, Concerns, and Actions”.
- Follow the instructions in the program.