

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 want 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.

