

9/11/12

# WELCOME, THIS WEB CONFERENCE WILL BEGIN SOON

RECRUITING, HIRING, & TRAINING  
PREVENTIONISTS



A Project of  
  
CALCASA

PreventConnect  
1215 K Street  
Suite 1850  
Sacramento, CA 95814

Website: [preventconnect.org](http://preventconnect.org)

Facebook: [www.facebook.com/PreventConnect](http://www.facebook.com/PreventConnect)

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Email Group (listserv): <http://groups.yahoo.com/group/Prevent-Connect/>

Email: [info@preventconnect.org](mailto:info@preventconnect.org)



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PreventConnect is a national project of the California Coalition Against Sexual Assault sponsored by U.S. Centers for Disease Control and Prevention. The views and information provided in this web conference do not necessarily represent the official views of the U.S. government, CDC or CALCASA.



## How to use this technology



- Raise hand
- Text chat
- PowerPoint slides
- Polling questions
- Phone

Please send a private chat message for help.

Call iLinc Technical Support at 800.799.4510.

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## 2012 Web Conferences

### The Perfect Shade of Change

- Core Competencies and Abilities of Preventionists (August 14, 2012)
- Recruiting, Hiring, and Training Preventionists (September 12, 2012)
- Integrating Prevention into Agency Culture and Operations (October 9, 2012)



## 2012 Web Conferences

### Connect for Success:

#### Enhancing impact through innovative partnerships

- [A Good Solution Solves Multiple Problems \(April 24 & 26, 2012\)](#)
- [Social Change and Social Justice: Building Bridges Between Movements \(May 22, 2012\)](#)
- [Don't Let Prevention Stand Alone: Integrating Sexual and Domestic Violence Prevention Efforts in Your Agency and Community \(June 13 & 14, 2012\)](#)
- [Expanding the Evidence Dialogue I: Exploring Research, Community Context and the Experiences of Practitioners to determine \*What Works\*. \(June 18 & 20, 2012\)](#)
- [How Can We Help? Developing Shared Goals For Diverse Community Priorities \(July 31, 2012\)](#)
- [When Place is the Focus: Connecting Prevention Approaches to Place Based Initiatives \(August 15 & 16, 2012\)](#)
- [Expanding the Evidence Dialogue II: Balancing Research, Community Context and the Experiences of Practitioners to Determine \*What Works\*. \(September 18 & 19, 2012\)](#)
- [Involving Parents in Teen Dating Violence Prevention. \(September 28, 2012\)](#)

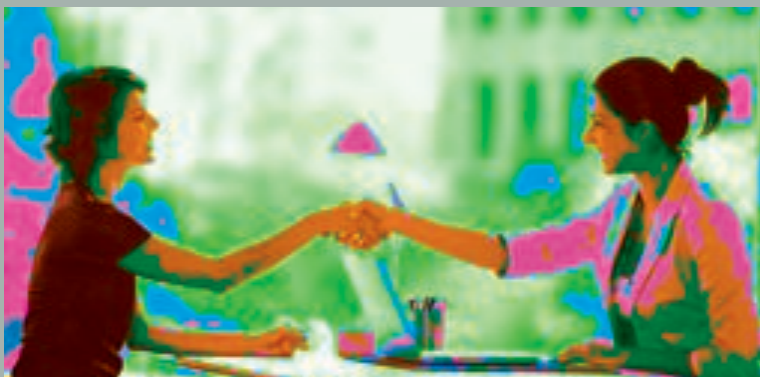


## PreventConnect

- Domestic violence/Intimate partner violence
- Sexual violence
- Violence across the life-span
- Prevent before violence starts
- Connect to other forms of violence & oppression
- Connect to other prevention practitioners



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## RECRUITING, HIRING, & TRAINING PREVENTIONISTS

**Jennifer Grove**, National Sexual Violence Resource Center

**Liz Zadnik**, Pennsylvania Coalition Against Rape



## Introductions



**Jennifer Grove**

Prevention Outreach Coordinator

National Sexual Violence Resource Center

[jgrove@nsvrc.org](mailto:jgrove@nsvrc.org)

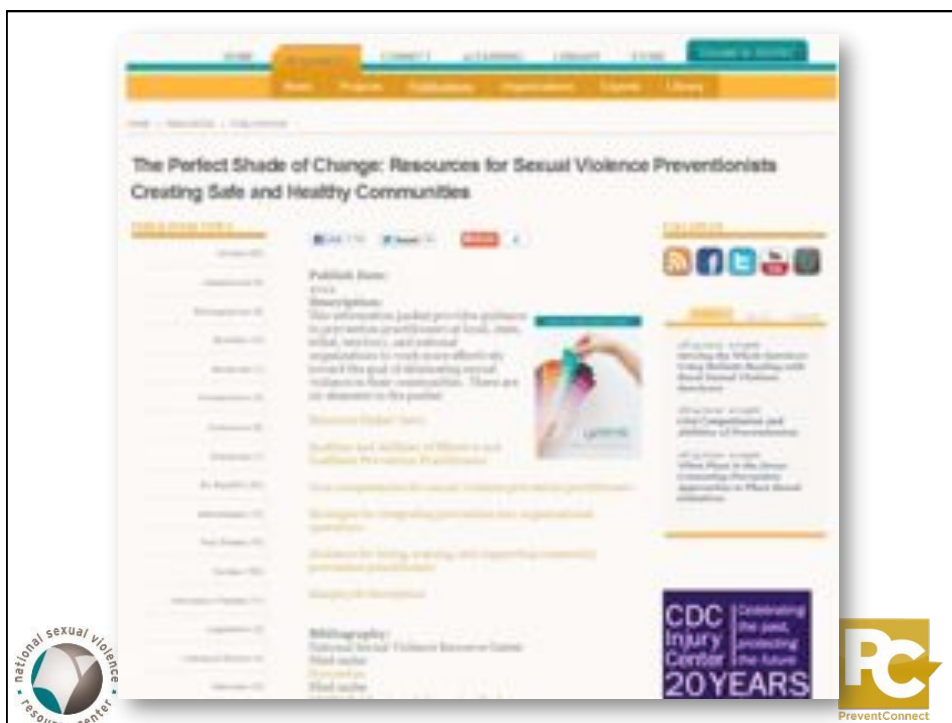
**Liz Zadnik**

Education & Resource Coordinator  
Pennsylvania Coalition Against Rape

[lzadnik@pcar.org](mailto:lzadnik@pcar.org)



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## Sample Job Description



## Learning Objectives

- Outline a possible process for executive directors, managers, CEOs, and other individuals responsible for hiring preventionists.
- Describe strategies for outreaching to and recruiting applicants for prevention positions.
- Offer questions and topics to include when interviewing applicants.

## Hiring Staff

Answer to left.

Are you responsible for interviewing and/or hiring staff?

▼ Feedback

☐ Yes

☐ No

☒ No Answer



## Where did this come from?



## Innovations Report

- Potential screening questions and process. (p.35+)

**Stability** was seen not only as a positive characteristic, but as **integral to their ability to develop and carry out innovative work.**

*"If we didn't have the people we did on staff, we wouldn't have gone in this direction."*

*"If we did not have [low turnover], we would still be where we were 8 years ago."*

*"[Low turnover] is key to the growth in our prevention work. It lets you move beyond the basics. Longevity is key to program growth."*



## Stability and Staffing





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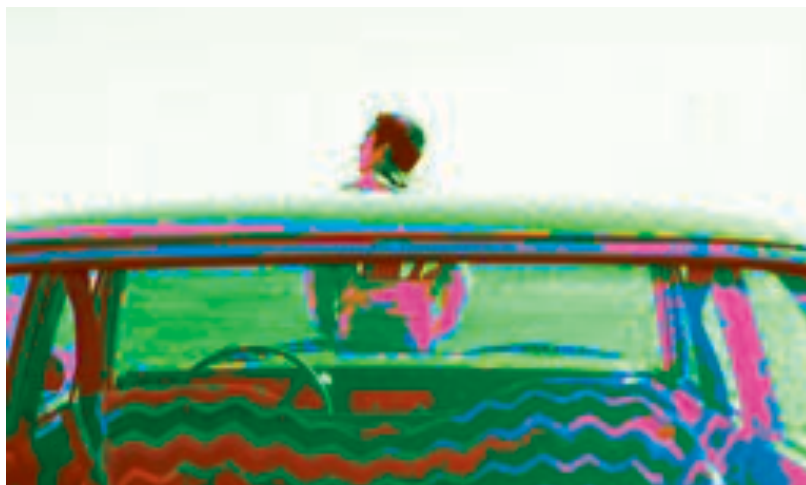
Let's hear from you!



What was your experience and how did it enrich your work in prevention?



Post Jobs EVERYWHERE



## Outreach & Recruitment



Which communities are your agency's highest priorities for engagement and mobilization?



## The Interview Process



## Perspectives from the field...

### Women in Need (WIN)

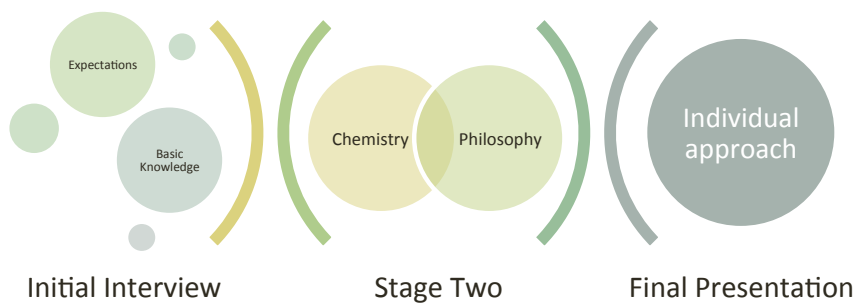
**Amy L. Smith**

Education Services  
Manager

Serving Franklin & Fulton  
Counties in South Central  
Pennsylvania



## Maybe something like this...



## Initial Interview

1. A major focus of this job is on community engagement and coordinating events with adults and children in our community– how do you feel about interacting with a wide variety of individuals and groups when presenting programs or building partnerships?

- Please give an example of a time you have done this type of work?

2. What motivated you to apply for this position?

3. How familiar are you with [service area]?



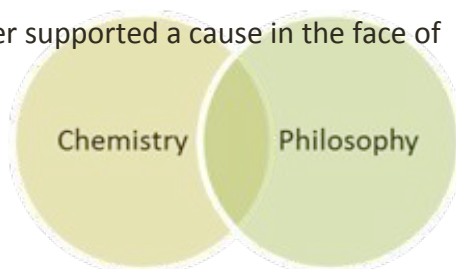
## Perspectives from the field...

**What does the initial interview look like for you?**



## Second Interview/Stage Two

1. Can you think of a time when you interrupted oppression in some way?
2. Which "ism" would be hardest for you to facilitate discussion around/discuss/talk to others about and why?
3. What connection do you see between feminism and the work our agency does?
4. Have you ever supported a cause in the face of resistance?



## Perspectives from the field...

**How do you feel about finding a connection to ending oppression valuable in this stage?**



## Final Presentation

- Skills and behavior change focus
- Creativity and individual expression in problem-solving
- Comfort speaking in front of people
- Project management and response to requests

Individual approach



## Perspectives from the field...

**What does the presentation portion of your interview process look like?**



## Staff Stability



What do you feel  
causes staff turnover  
among preventionists?



## Training & Support





## Workplans and Realistic Expectations



## Innovations Report: Self-Care





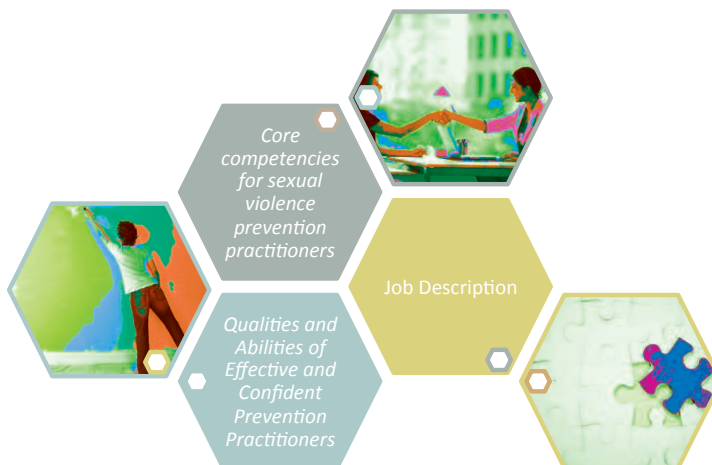
## Tell us what you do...



What activities or approaches do you use to promote wellness among staff?



## Using Other Resources



## Learning Objectives

- Outline a possible process for executive directors, managers, CEOs, and other individuals responsible for hiring preventionists.
- Describe strategies for outreaching to and recruiting applicants for prevention positions.
- Offer questions and topics to include when interviewing applicants.



## Moving forward...



What aspects of this proposed process do you think would enhance your current process?



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Save the Date!

## Integrating Prevention into Agency Culture and Operations

October 9 @2:00pm EST



For More Information Contact

Jennifer Grove

[jgrove@nsvrc.org](mailto:jgrove@nsvrc.org)

Liz Zadnik

[lzadnik@pcar.org](mailto:lzadnik@pcar.org)



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