**Getting Ahead Recruiting Recommendations**

**& Interview questions**

Philip DeVol

The goal of recruiting is to find a diverse group of twelve people who can attend every one of the 16 Getting Ahead (GA) sessions. Diversity adds knowledge from life experiences and deepens the learning. You want women and men, young and old, disabled and abled bodied, people of different races and ethnicities, and people from various referral sources. The need for diversity cannot be overstated. Sites that ran GA with little diversity do not do as well.

To learn more about recruiting and orientation see the Facilitator Notes for Getting Ahead in a Just-Gettin’-By World and attend an onsite or online training. <http://www.ahaprocess.com/events/>

Here, in brief, are some key ideas:

1. Recruiting is done best in person rather than though brochures and flyers. Everything in Getting Ahead should be relationship based. Nothing beats a personal invitation. Once you have run one or two GA groups you’ll find the investigators will recruit word-of-mouth. Most sites develop waiting lists.

 Bonnie Bazata from Tucson says the two biggest problems are; one, recruiting and, two stopping the group at 16 sessions.

1. Recruiting through other organizations: The importance of having a group with diverse backgrounds, ethnicity, race, age, experience in poverty, employment, etc cannot be stressed enough. Diversity includes referral sources too. Experience shows that when investigators come from the same organization (subsidized housing, recovery halfway house, domestic violence shelter, employer) learn is not the same. The first step when recruiting from many organizations might be to use brochures or informational flyers. That puts the information into the hands of the staff who will be looking for potential investigators. Encourage them to recruit in person, not just hand out brochures. Another option is for you to meet personally with the people identified by community partners. You have been provided with a PowerPoint presentation to use when introducing GA to community partners. Videos are a good way to explain GA. Select from this list: <http://www.ahaprocess.com/solutions/community/getting-ahead/resources/video-library/>
2. Provide potential group members with information about the Getting Ahead experience:

 Groups of twelve people meet sixteen times once or twice a week.

 Groups are facilitated; no teaching, lots of discussion

 The purpose is to investigate the impact that poverty has on individuals and the community

 Participants, called Investigators, are paid for their expertise; think of this as a focus group.

4. Cover the unique features of Getting Ahead

 Investigators will examine the impact that poverty has on individual and the

 community.

 There is no learning objective or agenda. Investigators decide for themselves

 what they will do with the information and make a plan to reach their future story. Investigators are recognized as problem solvers; their voices are needed at the planning tables in the community.

 The sponsoring organizing doesn’t assess the investigators; investigators assess their own situations.

 No one does for you what you can do for yourself

 There are 16 sessions done once or twice a week. Each session takes three hours.

5. Selection of group members based on:

 Willingness to attend; no one is ever ordered to or forced to attend,

 Enough stability to attend all sessions. Check for housing, transportation, child care, crisis at home, care of others, problems with drugs/alcohol, mental health issues, domestic violence, work schedules, health problems etc. This serves a dou ble purpose; you learn where to refer individuals should a crisis arise.

 Recruit 13 or 14 people knowing that one or two might drop out. The typical completion rate is 75 - 80 percent.

 Keep the ratio of investigators from generational poverty and situational poverty at 9:3. Sometimes people in near poverty can be critical of people in generational poverty. That makes the group unsafe.

 When choosing the final 12 select the most diverse group possible.

6. Expectations of investigators:

 Willingness to work with other investigators.

 Willing to help create and live by group rules

 Do your share of the investigations

 Make up missed sessions with the facilitator

 Be on time

7. Motivation

If motivation is an issue for you remembering that GA is where people in poverty often find their motivation. Keep in mind that GA helps people move from Pre-contemplation toward Action. Don’t expect people to be at the Action stage from the beginning.