

Supervision Certificate 6: Recruiting and Selecting the Right Staff*



Date: November 9, 2007
Time: Registration 8:30 AM • Program 9:00 AM-12:15 PM
Location: Kellogg Hotel and Conference Center, 55 South Harrison Road, East Lansing, MI
CECHs: 3
CE Faculty: Chris Durocher, BS, MS

Description: In this course, participants will learn the five elements of recruiting and selecting the right staff and a six-step process for making it happen, with recommended tools to assist along the way. The role of supervisors in recruiting and selecting staff as well as developing ongoing recruitment plans will be discussed. Each participant will go home with a workbook created specifically for this course with assessment tools, activities, and information to use alone or with their staff to begin creating a culture where staff thrive. *This is an elective course for the Supervision in Child and Family Services Certificate.

Objectives: As a result of this course, participants will be prepared to:

1. Describe the crucial role that recruitment and selection play in staff retention.
2. Establish a framework for an agency's staff recruitment program.
3. Describe a six-step process for recruiting and selecting the right people for jobs within child and family service agencies.
4. Use tools and resources to assist in the recruitment and selection process.

Seminar content recommended
for intermediate and advanced
skill levels.

Clinical and macro practice.

About the faculty member: Chris Durocher, BS, MS, has almost 30 years experience working in a variety of children's services positions. Starting in 1977 with the Michigan Department of Mental Health, he worked as a group leader with adolescents in residential psychiatric facilities. He then spent almost 12 years as a first-line supervisor in the same psychiatric settings. Mr. Durocher worked as a program specialist in Foster Care Independent Living and has also worked with Supervised Independent Living and Homeless and Runaway Youth programs. He is currently a trainer and training consultant for the Michigan Department of Human Services (DHS), Office of Training and Staff Development, Child Welfare Institute—a position he has held since 1998. Mr. Durocher is also co-chair of the Training Sub-Committee for the Tribal/DHS Partnership. He has participated in a variety of public-private partnership initiatives and provided training for caregivers and youth in foster care.

Cost: \$80 general fee; \$60 Michigan Federation for Children and Families Full or Affiliate Member employee, MSU alumni, field instructor or field liaison for 2006-2008, and groups of five or more (per person); \$50 student. All fees include continental breakfast and materials.