

## **Recruitment & Retention: Hot to Get Good People and Keep Them!**

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Over the years, emergency services agencies have been a revolving door. When recruiting members, we can sometimes get many well qualified candidates, and in other times we seem to not have much to choose from. Recruiting the right candidate, whether volunteer or career, and keeping them, is vital to meeting the needs of your department. Unnecessary time and money can be spent when having to constantly replace the wrong employee. In this presentation recruitment issues, such as advertising for vacancies, and retention issues such as meeting your member's needs, will be discussed. All of the information given will aid agencies in overcoming the proverbial hurdles; leading to the recruitment and retention of good people and decrease the amount of resources spent on the wrong employees.