Recruiting Program Report

Ohio Region Spring 2025

The recruiting team consists of Recruiting Advisors from each of the alpine patrols in the Ohio Region.

The objective of the group is to create a forum where recruiting advisors can share thoughts and ideas to improve the recruiting and retention of Ohio patrollers.

The team met via zoom calls starting in October and continuing roughly every six weeks throughout the season. Some of the topics that were discussed during the calls included:

* Attracting more applicants to the patrol
Building an effective and informative patrol website and social media sites. Use of our Region recruiting video. Active on the hill recruiting (chair lift recruiting). Posting information in the lodge with patrol contact info.

Attracting the right kind of applicants.
What are the qualities of applicants that will increase not only the number of patrollers, but improve the overall quality, retention and contribution to the patrol? What is the screening process used to select applicants? Active recruiting of friends and family by current patrollers has been an excellent source of qualified candidates that stay with the patrol.
* Keeping new candidates interested and engaged throughout the selection and training process.
Because there is usually a long-time gap between the candidate selection process and the start of training, how do we keep them engaged so they do not lose interest?
* Maximize the retention of candidates throughout the training process.
We all know the training process can be time consuming and demanding on our candidates. How do we minimize the impediments to completing the training process while maintaining necessary quality standards.
* Maximize the retention of veteran patrollers.
Once the candidates and the patrol have completed the training process, how do we keep them engaged an interested so they will stay with the patrol for many years? Generally, most of the attrition in our region is due to personal reasons (job, family, age, medical issues.) There is little the patrol can do to change that. However, we plan to start tracking reasons that we lose patrollers to make sure that we address and correct any issues that we can control.

When we ended our meetings in March, each of the alpine patrols had conducted successful candidate classes. The graduating candidates were fully trained and considered sufficient to meet the staffing needs of their respective patrol.

Respectfully submitted,

Greg Schmidt

Ohio Region Recruiting Advisor