

# Recruiting Locally in the Alaska Bush

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*Ellen Kazar, RurAL CAP (Anchorage, AK)*

**Ellen:** Some of the lessons we've learned about how to recruit from rural tribal communities, like we sent out a recruitment packet with all the information—recruitment announcements and flyers and posters. I think even though we've been doing these programs for a while it's still often getting the word out to new people who will be interested in being the VISTA or AmeriCorps Member, so we kind of make a package that's set for the community so that when they receive the package they have what they need, including posters to hang up at community hot spots explaining what the position is and then a more detailed position description that they can give to interested people. We try to make things color-coded so it's like, here is the blue forms for the site to fill out and the yellow forms for the individuals. We also give them a lot of time to do recruitment because we do ask for tribal council support of the position and those can be letters of support or tribal resolutions, and those can take a little while to get.