

**SWK 409**  
(Ragg, 2010, Garvin, 2011-2012)

**Recruitment Systems and Activities for Different Types of Group Responses**

TYPE OF NEED	RECRUITMENT SYSTEM	COLLATERAL WORK	WORKER ACTIVITY	SETTING ISSUES	MEMBERSHIP ISSUES
<p><b>SOCIAL SYSTEM NEED</b> Where there is a client group that the system needs to have served such as groups for sex offenders, child abusers, batterers, alcoholics etc.</p>	<ul style="list-style-type: none"> <li>• most often systems that feel the need set up referral mechanisms to keep the group running</li> <li>• protocols are established so communication can occur around shared cases.</li> <li>• workers are expected to follow the system that is in place</li> </ul>	<ul style="list-style-type: none"> <li>• maintain communication with referring agents</li> <li>• keep waiting system in place so clients can be referred and are processed according to protocols</li> <li>• keep groups running so when one finishes new members are being processed</li> </ul>	<ul style="list-style-type: none"> <li>• establish and maintain waiting lists</li> <li>• assure protocols are being followed</li> <li>• learn the program</li> <li>• keep management appraised about program statistics and progress</li> <li>• monitor for and trouble-shoot problems</li> <li>• work through any changes to the program with agency personnel</li> </ul>	<ul style="list-style-type: none"> <li>• assure that there is acceptance for the group program</li> <li>• assure there is support such as dedicated space, support staff, materials</li> <li>• some populations require security precautions and special physical settings</li> <li>• making sure that client flow can be accommodated</li> </ul>	<ul style="list-style-type: none"> <li>• assure that commonality is clear and maintained throughout the membership</li> <li>• link with the system is always present and needs to be addressed</li> <li>• screen for compatibility and assure that members can legally or pragmatically be combined</li> <li>• often not a voluntary group</li> </ul>
<p><b>AGENCY NEED</b> Where staff notice that there are several teen girls who have violent boyfriends, or there are several children exposed to violence at home.</p>	<ul style="list-style-type: none"> <li>• outreach to other staff who have noticed the need</li> <li>• maybe send out memos or post material that will increase the referrals to the group</li> <li>• talk up the group with others in the agency and community</li> </ul>	<ul style="list-style-type: none"> <li>• let other agencies know that the group is being offered to allow for additional members to be referred</li> <li>• sometimes co-lead with someone from another agency to increase referrals from the other source</li> </ul>	<ul style="list-style-type: none"> <li>• research the best practice principles for the population</li> <li>• think through the type of group that will be used</li> <li>• solicit input from the other staff who have identified the agency need</li> <li>• develop the tentative program</li> <li>• develop activities &amp; tools</li> <li>• develop screening systems for group</li> </ul>	<ul style="list-style-type: none"> <li>• negotiate space for the group program and make sure there are not potential conflicts</li> <li>• assure that supplies are arranged or available</li> <li>• assure that the space is appropriate for the people who will attend the group</li> <li>• if there is a co-leader make sure that they can continue with the group</li> </ul>	<ul style="list-style-type: none"> <li>• screen members to assure compatibility</li> <li>• build on themes of commonality</li> <li>• pitch the group program to potential members (see the room, describe what will happen)</li> <li>• negotiate individual contract with each member</li> <li>• explore potential roles and experiences the member may have in group</li> </ul>

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<p><b>WORKER NEED</b> Where a worker wants to do groups for certain types of clients such as victimized children, street youth, children with parents who are dying)</p>	<ul style="list-style-type: none"> <li>• worker has an interest in a certain population or issue and seeks referrals for groups</li> <li>• develops a solicitation system of recruitment with heavy use of outreach strategies to other workers and agencies for referrals</li> <li>• may use publicity in papers or putting up fliers to recruit potential members to the group</li> </ul>	<ul style="list-style-type: none"> <li>• must constantly build a network of contacts who can refer clients as potential group members</li> <li>• must maintain others interests in the group though educating others</li> <li>• make referral systems easy so collateral professionals will not have to work hard to refer</li> </ul>	<ul style="list-style-type: none"> <li>• developing the group program</li> <li>• keeping up on the research associated with the need</li> <li>• developing support systems of people who have similar interests</li> <li>• following up group members and networking for word of mouth referrals</li> <li>• public speaking on issues associated with group</li> </ul>	<ul style="list-style-type: none"> <li>• assuring that space and support is available for the program</li> <li>• keeping the program a priority</li> <li>• making sure that the space is appropriate for the purpose of the group</li> <li>• maintaining a network of supporters in the agency</li> </ul>	<ul style="list-style-type: none"> <li>• screening members to make sure they are appropriate for the program</li> <li>• balancing need for members with needs of the group</li> <li>• keeping member needs prioritized over the worker needs</li> <li>• pitch the group to prospective members</li> <li>• negotiate individual contract</li> <li>• build on commonalties associated with the issue</li> </ul>
<p><b>CLIENT NEED</b> where one or more clients appears to need or want a group such as adult survivors of sexual abuse, parents of hyperactive children)</p>	<ul style="list-style-type: none"> <li>• develops a short term solicitation system around the perceived need of the client</li> <li>• often need to recruit from organizations that might have contact with similar populations</li> <li>• solicit referrals of similar types of clients</li> </ul>	<ul style="list-style-type: none"> <li>• solicitation from others describing observed need</li> <li>• identify agencies or organizations that can be approached and then tell them of perceived need to see if they have anyone who might help</li> </ul>	<ul style="list-style-type: none"> <li>• develop a waiting list and provide alternate services until a group is feasible</li> <li>• solicit other people to find enough members to offer the group</li> <li>• set up systems where other workers know that a need has been identified and a group might be forthcoming</li> </ul>	<ul style="list-style-type: none"> <li>• need to constantly monitor the waiting list and negotiate with the agency around potential use of space</li> <li>• often have to be flexible around time and space issues to make sure the group can run</li> <li>• try to acquire the best space at short notice as it seems the group might run</li> <li>• may need to negotiate group size with agency because often these types of groups are small</li> </ul>	<ul style="list-style-type: none"> <li>• try to recruit enough members who have commonality of need and commonality of available time</li> <li>• work to screen in to try to get enough members - must make sure decisions are appropriate</li> <li>• pitch group to prospective members</li> <li>• negotiate an individual contract</li> <li>• explore how joining the group would make a difference for member and others in the group</li> </ul>

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<p><b>COMMUNITY NEED</b> Develops from a perceived need at the community level (e.g., emergent needs in the community such as playground deaths, need for case conference or other system needs).</p>	<ul style="list-style-type: none"> <li>often the community recruits the worker and potential members have been identified</li> <li>try to fit into the needs and structures already in place to respond to the community situation</li> <li>negotiate meeting times and allow community members to attend</li> </ul>	<ul style="list-style-type: none"> <li>work closely with community members to determine group membership parameters</li> <li>negotiate role in how to best address the need</li> <li>discuss intervention and monitor progress with community members to assure meeting community needs</li> </ul>	<ul style="list-style-type: none"> <li>assess the nature of the community need</li> <li>research other situations that parallel the need</li> <li>develop program ideas or solutions</li> <li>solicit community feedback</li> <li>make self available at community forums to begin relationship with prospective members</li> </ul>	<ul style="list-style-type: none"> <li>need to find meeting place that is neutral to community members</li> <li>assure that the meeting setting is appropriate for the group focus and potential members</li> <li>assure that there are supplies and appropriate furniture etc. for the purposes of the group</li> </ul>	<ul style="list-style-type: none"> <li>watch for factions or differential impacts and try to keep them separate or plan for inclusion</li> <li>little screening done due to the focal need</li> <li>highlight and build on the commonality</li> <li>clarify contract, purpose and expectations at the beginning so all members identify with group goal</li> </ul>
<p><b>SOCIETAL NEED</b> Where portions of society notice some problem that is not being addressed by the current structures such as consciousness raising groups, non-custodial parents, parents of hyperactive children etc.</p>	<ul style="list-style-type: none"> <li>often a nucleus forms the group and a structure is set</li> <li>fliers and outreach occurs to let others know of the group's existence and meeting schedule</li> <li>usually the issue is central to the group and others impacted are encouraged to attend</li> </ul>	<ul style="list-style-type: none"> <li>group leaders liaise with agencies that are associated with the issue</li> <li>most connections to agencies are minimal as far as accountability structures etc.</li> <li>often information exchange and solicitation of support</li> </ul>	<ul style="list-style-type: none"> <li>helps people with commonalties to meet together to begin the process</li> <li>empowers the core group members to form the group and take own direction</li> <li>often supportive activity trying to help the group identity get formed and empower the core group members</li> <li>helps group members to make agency connections</li> <li>advisory functions to help the group with connecting with other organizations or potential members</li> </ul>	<ul style="list-style-type: none"> <li>need to find a meeting place that can accommodate the structure and needs of the group</li> <li>often this type of group needs to find neutral settings for meetings</li> <li>worker often liaises with the setting to bring a professional element with the group until there is enough stability in the group identity</li> <li>needs to be the same place and time so members can attend as needed</li> </ul>	<ul style="list-style-type: none"> <li>work with core members to build group - without core members the groups often fail</li> <li>non-core members come and go as they feel the need</li> <li>little screening or integration activities</li> <li>almost all with a certain commonality are considered potential members so there is minimal gatekeeping</li> </ul>