



“PRECINCT OFFICER RECRUITMENT PROGRAM”

Submitted for consideration to:

**National Association of County Recorders, Election Officials and Clerks
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Precinct Officer Recruitment Program Butte County, California

Overview

Partnership between the Butte Community Employment Centers (known as One-Stops) and the county elections office for the purpose of recruitment, screening and testing of potential precinct officers (poll workers).

Challenge

To overcome the long-standing problem of a lack of qualified precinct officers to serve on Election Day.

The 2006 Primary Election required approximately 670 precinct officer volunteers to assist in elections management. The Elections Division had a strong base of committed civic-minded volunteers, but still needed approximately 215 additional volunteers, as well as volunteers with new skill aptitudes to help administer the first county-wide electronic voting election process in Butte County history. Historically, the Elections Division utilized their own staff for recruitment. Recruitment was done through voter registration and local ads in the newspaper. Precinct officer volunteers were interviewed over the phone, sight unseen.

Solution

Utilize the resource of existing available services through the Butte Community Employment Centers, known as One-Stops, to fulfill the need for precinct officers.

Agency Backgrounds

Butte County, California, has an existing collaborative partnership between the county Department of Employment and Social Services (formerly welfare department) and the Private Industry Council which combines a wide variety of public and non-profit agencies in a single location to provide services to those seeking employment assistance and social services. These employment centers are referred to as One-Stops.

One of the core One-Stop services to businesses in Butte County is assistance with recruitment, job applicant screening, and testing. The One-Stops provide employer services, free of charge, to all area businesses. These services include support for new and existing businesses, as well as attracting and retaining businesses in the community. The One-Stops also act as a single point of contact with the largest group of job seekers in the area.

Private Industry Council (PIC) is Butte County's service provider for the federally funded Workforce Investment Act (WIA) of 1998. Each state gets a share of WIA funds and manages their own allotment.

The Butte County Department of Employment and Social Services utilizes funding from Temporary Assistance to Needy Families (TANF).

Resources:

One-Stop Career Centers (America's Service Locator):

<http://www.servicelocator.org/>

Workforce Investment Act (WIA) State Plans:

<http://www.doleta.gov>, under "What's New?" select "WIA State Plans Posted"

State Employment Office listings:

http://www.job-hunt.org/state_unemployment_offices.shtml

US Department of Health & Human Services/Administration for Children & Families:

<http://www.acf.dhhs.gov/>

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Process

One-Stop staff met with elections administrators, established screening criteria and developed a thorough testing process. A community outreach plan was launched in collaboration with the local newspapers via articles and advertisements. Names of potential precinct officers obtained from all sources (voter registration cards, advertisements in local newspapers, sample ballots and brochures in the elections and One-Stop offices) were forwarded to One-Stop.

Through the One-Stop Centers, potential volunteer precinct officers completed a brief application, underwent face-to-face screening and were administered a written test to assess their qualifications.

One-Stops over a period of several months referred hundreds of potential precinct officers to the Elections Division.

Due to the success of this program, the new partnership is now prepared to address the recruitment, screening and testing of volunteer precinct officers in all subsequent elections.

Results

- Better qualified group of precinct officers.
- Drop out rate decreased.
- The application, screening and testing documents provided by One-Stop allowed the Elections staff to better determine qualified applicants and place them in appropriate positions.
- Freed valuable time for the Elections staff to focus on implementation of electronic voting in the County and training of precinct officers instead of the recruitment, screening and testing of potential volunteers.

Source of Funds

Federally funded Workforce Investment Act (WIA) and Temporary Assistance to Needy Families (TANF). Costs are avoided as the One-Stops provide the needed services free of charge.

Project or Program Contact

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Attachments

- 1) Precinct Officer Application Information; 2) Examination for Precinct Officers