

Finding, Hiring Training and Retaining Seasonal Student Workers at the University of Vermont

Steve Sweet — Summer Conference Coordinator



Finding Students

- Returners! Our greatest resource!
- Advertising – student center, residence halls
- E-mail listservs – Resident Advisors, AdvoCats, ALANA, LGBTQA
- Job description and benefits



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Hiring Students

- Initial application packet
- Required to live on campus, commit to full summer, be van certified
- Interview process includes returning staff
- Offer letters sent with notice of intent form



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Training Students

- 2-week mandatory intensive program
- Involve campus partners
- Intentional team-building
- Active and engaging
- Include actual conference check-in



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Retaining Students

- Offer competitive compensation with incentives for returning staff
- Opportunities for celebration and feedback
- Allow for personal selection of conferences
- Develop a strong team



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