

Staff Retention

At the start of this summer, an average of 40%* of your staff at camp may already be thinking it's unlikely they're coming back to camp *next* summer!

How do we change that mindset?

WHAT WE CAN DO TO MOTIVATE STAFF TO RETURN?

COMMUNICATION

Communicate and remind staff about the *why* of working at camp – staff create meaningful experiences through their work

SET EXPECTATIONS

Set clear expectations in the interview and be consistent in staff training and throughout the summer

CREATE TRANSLATABLE TITLES

Provide job titles that easily translate to the non-camp world (e.g., department manager, director of archery)

PROMOTE PERSONAL AND PROFESSIONAL DEVELOPMENT

Offer clear opportunities to develop skills that are immediately relevant to their non-camp lives and career paths (e.g., time management, public speaking, project management)

OFFER OPPORTUNITIES

Create opportunities for growth (e.g., new leadership roles, camp responsibilities, mentorship roles)

PROVIDE SUPPORT

Make staff feel valued and appreciated through feedback and other forms of support

**This statistic is an average based on survey data collected in Summer 2018 from over 400 staff across a network of 11 religiously-affiliated overnight summer camps located all over the United States.*