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Poll Worker Recruitment 2020: Workforce Development and Training

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Challenge: More, Higher-Skill Election Workers

- **Talent recruitment**
- **Training new and existing workforce**
- **Landscape**
 - **1,520 city and township clerks**
 - **83 county clerks**
 - **6,400 voting locations/precincts**

Legacy + New Challenges

- **Legacy challenges**
 - **Technology barriers**
 - **Understanding legal requirements**
 - **Accommodation/Problem solving**
- **New challenges**
 - **Same-Day registration and no-reason AV voting**
 - **Mail ballot processing (expected increase from 25 to 50 percent)**
 - **Satellite offices**

Recruitment Opportunities

- **Needs and Potential Partners**
 - **Technical skill (high schools and colleges)**
 - **Legal training (Law firms and law schools)**
 - **Customer service + problem solving (Energy, financial, State of Michigan)**
- **State and Local Models**
 - **Online voter registration/Michigan voter information center**
 - **Independent Citizens Redistricting Commission**
 - **Local clerk websites**



Matching Workforce with Clerk Needs

- **Clerk Assessment**
 - **Current recruiting models**
 - **Workforce deployment**
 - **Lean process improvement**
- **Solutions**
 - **Portal matching applicants with clerks**
 - **Private sector models: job sites, residency matching**
 - **Surplus talent distribution**

Supplementing Local Training

- **Enhanced train-the-trainer**
- **Model testing and evaluation**
- **Deployment of Department of State resources**