Poll Worker Recruitment 2020: Workforce Development and Training

National Association of Secretaries of State Elections Committee,
January 31, 2020
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