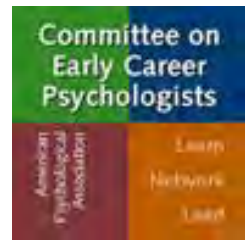


American Psychological Association
Committee on Early Career Psychologists (CECP)



25 IDEAS THAT WORK!

What APA Divisions and State Psychological Associations Can Do to Recruit and Retain Early Career Psychologists

A. APA CONVENTION AND OTHER MEETINGS, CONFERENCES

1. Offer early career psychologists free or discounted registration to meetings, special events, award programs, etc.
2. Fund early career psychologists to attend leadership conferences (Division and State Leadership Conferences).
3. Create APA convention travel awards for early career members or fund early career members to present at convention or regional conferences.
4. Offer convention programming created by and for early career psychologists; create joint programs with graduate students based on common interest (mentorship, leadership, involvement, etc...)
5. Dedicate APA convention programming hours to topics relevant to early career issues and concerns (self-care and work-life balance, attaining tenure, financial planning, debt reduction and loan repayment, successful grant writing tips, etc.)

B. GENERAL IDEAS

6. Identify early career members by including year of graduation on membership applications and renewal forms. *Note: APA defines early career psychologists as 7 years post receipt of their doctorate.*
7. Conduct regular (every third year) early career needs assessment (free at www.surveymonkey.com)
8. Send welcome and congratulations letters to the new doctorates in your group.
9. Institute a mentoring program and/or create a mentoring event at the APA convention, create a mentoring program focused leadership and on how to successfully navigate the APA governance structure.
10. Provide tangible, value-added resources (job bank/career center, discount rates, free legal/ethical hotlines, list their websites, etc.).
11. Reach out to the Family Medical Association to enhance ties; share information with early career members and encourage involvement.
12. Use lessons learned and best practices from other groups to enhance your group's efforts focused on recruiting and retaining early career members.

C. GOVERNANCE REPRESENTATION

13. Create a taskforce, committee or council of early career members within your group. Ensure that an early career representative is included in every subcommittee or taskforce.
14. Create dedicated early career seats on your governance bodies to ensure early career representation.
15. Create a formalized process for nominating early career psychologists for positions within your group and APA governance.

D. GRANTS AND AWARDS

16. Create a certificate or induction ceremony for new licensees.
17. Develop early career grants and awards for distinguished contributions, outstanding paper or publications, etc. and create an early career focused social event at convention to present the awards.

E. PUBLICATIONS

18. Create an early career section in your newsletter or primary publication and encourage submissions by early career psychologists.
19. Solicit early career psychologists to publish in your division and state publications (newsletters, journals, etc.).

F. REDUCED DUES AND FEES

20. Create a graduated dues structure to help transition early career members gradually from low student fee to higher full member dues.
21. Offer free or reduced fees for early career psychologists to attend Continuing Education Credit courses and workshops.

G. TECHNOLOGY AND ELECTRONIC RESOURCES

22. Create electronic information and resources like e-workshops and webinars focused on early career needs (topics like starting a practice, financial planning and debt reduction, emerging and non-traditional careers, use of technology, risk management, etc).
23. Make sure your website is current and updated regularly and contain pages with content relevant to early career psychologists
24. Use electronic media to communicate with early career psychologists (listserv, webcasts/webinars, podcasts, social media sites, etc.)
25. Encourage early career members to connect with other involved early career members through various listservs (Early Career Listserv and the Early Career Psychologists Leadership Network).

Let us know what is working in your Division or State Psychological Association

The Committee on Early Career Psychologists is interesting in hearing from you. Send your top tips and best practices to: kscott@apa.org. Please put "**CECP R&R Ideas**" in the subject line.