

The National Officials Committee has created a list of ideas to foster the recruitment of quality officials.

- Target prospects individually. Large clinics are becoming expensive and few prospects may actually get past the initial clinic. Adapting to individual needs and time schedules—for example, meeting with a prospective official while his or her child is practicing—can be less daunting and more convenient for prospective officials.
- Recruiting good officials is the concern of the entire LSC. Use LSC club liaisons, coaches representatives, and other club and LSC leaders to help you schedule meetings with clubs and locate good prospects for officials.
- Look at timers, timing for their children. These people may have time and interest.
- Look at 12 and under swimmers who are likely to stay in the sport. Their parents have the potential to be engaged for many more years, and will also have time, if desired, to progress into the Starter and Referee roles.
- Access team coaches' knowledge to recommend new officials candidates and solicit their help with recruiting that person.
- Solicit team BODs to recommend candidates, and encourage them to help with officials registration and expenses, in exchange for the contributions that the official will make to the team and the sport.
- Encourage officials to work meets outside of their home club and consider providing incentives to do so. Officials gain experience and are able to further develop their skills by working at other pools with other officials.
- Develop an education system that is geared to the time constraints of the official prospect. Consider holding clinics during practices, or even during meets.
- Maintain a relationship with prospective officials and follow-up with them to ensure that they continue in their training and complete the other necessary requirements to officiate, including registering as a non-athlete member of USA Swimming, submitting a background check, and completing Athlete Protection Training.
- Be positive about officiating and make it FUN to work meets. From displaying enthusiasm on the deck to adding a social component, going the extra mile to engage your officials will both attract new officials and retain current officials—hopefully for long after their children retire from swimming.