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| **If the candidate applies through the AmeriCorps website:** |  | **If the candidate applies directly to the host site:** |
| ORCC receives and screens application for eligibility, makes contact with candidate, and schedules an interview | **Step 1** | Host site screens resume and cover letter. If candidate is qualified, schedules interview |
| ORCC determines candidate’s top choices for placement and forwards application to host site(s) for review and interview scheduling | **Step 2** | Host site completes interview and determines if candidate is good fit. Host site notifies ORCC when they have identified a top candidate |
| If candidate is qualified, host site interviews candidate and determines if good match | **Step 3** | ORCC contacts top candidate and refers them to the AmeriCorps website to complete the online application (if not yet complete) |
| Host site contacts ORCC with top candidate | **Step 4** | ORCC receives AmeriCorps application and schedules final interview |
| ORCC performs final review/interview and checks references | **Step 5** | ORCC performs final review/interview and checks references |

**ORCC VISTA Interview and Selection Process**

If candidate is good match for the project and host site, ORCC notifies applicant of selection and begins candidate enrollment