

## 2016 Recruitment Plan

As of: April 2016

### SUMMARY INFORMATION

The NRC has in place a comprehensive outreach strategy to ensure we have a diverse pipeline of candidates available to fill NRC positions. This strategy includes branding, advertising, participating in campus-based and professional group activities, and building and maintaining an on-line presence.

### STATUS

#### Background

The goal of the NRC outreach and recruitment strategy is to develop a diverse pipeline of candidates to fill current and future NRC positions. The most effective means of achieving this goal is to cultivate relationships with university and individuals so that NRC becomes an employer of choice and when vacancies exist these individuals are more likely to recommend us to high-quality candidates. The agency's University Champions (UC) Program is our primary vehicle for building these relationships with schools. Our most effective champions cultivate their relationships throughout the year and do not rely solely on attendance at a once-a-year job fair. OCHCO continues to enhance the UC program by providing tools and resources to assist Champions in their outreach efforts and to provide a forum for sharing best practices.

With this understanding, OCHCO is proactively adjusting our recruitment event schedule based on an anticipated zero-growth environment, full-time equivalent (FTE) adjustments and reduced resources for travel as a result of the agency's integrated prioritization, re-baselining, Project Aim recommendations, and declining funding. These adjustments provide the agency with a more precious event schedule that meets multiple competing priorities. This includes ensuring that the schedule reflects a proper mix of schools with solid engineering and science programs that have historically provided us with a highly qualified applicant pool; and schools and events that aid us in developing a diverse applicant pool to include minorities, women, veterans and disabled individuals. We also wanted to be sure to include schools that have received funding through the NRC grant programs which furthers our goal of achieving a return on investment for these funds.

Below is a summary of the proposed recruitment events for Calendar Year (CY) 2016:

Type of Events	CY 2015	CY 2016
Professional	8	6
Student	19	11
Total	27	17

#### Proposed Recruitment Events for CY 2016

School/Professional Organization	Student	Professional	Diversity	Grant
Fort Valley State University	X		X	X
Gallaudet University	X		X	
Georgia Institute of Technology (High Asian enrollment)	X		X	X
North Carolina A&T University	X		X	X
South Carolina State University	X		X	X

Alabama A&M University	X		X	X
Tuskegee University	X		X	X
Morgan State University	X		X	X
New Mexico State University (High Hispanic Enrollment)	X		X	X
Oklahoma State University CEAT(Native American Students)	X		X	
University of Puerto Rico-Mayaguez	X		X	X
American Indian Science and Engineering Society (AISES)	X	X	X	
Black Engineer of the Year (BEYA)		X	X	
Society of Hispanic Professional Engineers (SHPE)	X	X	X	
Society of Women Engineers (SWE)	X	X	X	
Service Academy Career Conference (SACC) (must select TX location due to cost)		X	X	
Equal Opportunity Publications-STEM	X	X	X	

### Summary

Although OCHCO has developed a more concise recruitment event schedule for CY 2016, it is important to note that we will continue to foster strong relationships with schools and professional organizations. During this time it becomes even more important that University Champions and other agency staff continue outreach activities providing information regarding our mission and the availability of positions. OCHCO will also seek to bridge any gaps with participation in no-cost outreach options.

### CONTACT INFORMATION

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