



Equal Employment Opportunity Outreach and Recruitment Efforts

Organization, Personnel & Technology Committee
Item 6b
July 8, 2013

Equal Employment Opportunity Program

- Affirmative Action Program
- Nondiscrimination Program
- Workforce Analysis
- Outreach and Recruitment Efforts

Requirements

- Affirmative Action Program
 - Engage in outreach efforts to increase the number of qualified applicants who are veterans and persons with disabilities
- Nondiscrimination Program
 - Undertake outreach efforts to increase qualified women and minority applicants for vacancies and to address any underutilization identified

Requirements

- Job posting with state/local employment office
 - Requirement to list all job openings with the state workforce agency (EDD) except
 - Executive and top management positions
 - Positions that are filled from within MWD
 - Employment lasting three days or less

Outreach and Recruitment Efforts

- Standard efforts
 - Posting all job openings to MWD's Career page, Vetjobs.com, Womensjoblist.com and Disabled person.com
 - Posting with specific professional/technical job boards, websites, print ads, or organizations related to the position
 - Internal notification to employees of a job vacancy

Outreach and Recruitment Efforts

- Standard efforts
 - Participation in job fairs
 - C/Y 2012 - 22 job fairs
 - 2013 to date - 7 job fairs

Outreach and Recruitment Efforts

- Third party delivery vendor
 - Used for meeting posting requirement with state workforce agency
 - Outreach to over 500 local community and diversity based organizations within mileage radius criteria of job location

Outreach and Recruitment Efforts

- Veterans and persons with disabilities
 - List jobs openings with veteran and disabled recruitment sources
 - Outreach partnerships (US VETS, American GI Forum, Dept of Veterans Affairs, Salvation Army)
 - Transitional Assistance Programs (Camp Pendleton and Fort Irwin)
 - Pre-Apprentice Program

Outreach and Recruitment Efforts

- Women and minority
 - List job openings with local community based organizations
 - Outreach partnerships (Women Helping Women, The Right Way Foundation)
 - TERO (Tribal Employment Rights Forum)

Outreach and Recruitment Efforts

- Student Intern Programs
 - MWD
 - Cal Poly Pomona – Engineering & WSO WQ Lab
- WSO Pre-Apprentice Program
 - 2010 Eligibility list (2014 recruitment)
 - Posted to wide range of job development organizations websites
 - Print ads
 - Participation in Job Fairs

Outreach and Recruitment Efforts

- Expanding Efforts
 - Development of additional recruitment and outreach strategies (WWP, trade unions, internships, mentorship, other partnerships)
 - Transitional Assistance Programs (vets & disabled)
 - Engagement of employee organizations/affinity groups
 - Diversity education

