

VETERINARY SERVICES

NATIONAL STRATEGIC RECRUITMENT PLAN

FY 2009- 2011

Mission Statement

To connect VS management with a dynamic and diverse applicant pool that would be proficient in supporting the programs and policies of VS to protect and improve the health, quality, and marketability of our nation's animals, animal products, and veterinary biologics.

Strategic Recruitment Goals

Strengthen collaboration between VS and American Indian Societies, Hispanic Serving Institutions, and Minority Agricultural Organizations

Intensify efforts for Targeted Disabled Community

Recruiters are competent, knowledgeable and proactive in supporting VS mission and needs

Improve recruiting efforts with Internet resources and Nationwide Services

Strategic Recruitment Goal 1

Strengthen collaboration between VS and American Indian Societies, Hispanic Serving Institutions, and Minority Agricultural Organizations

Objectives:

- A. Attend and provide support for annual career fairs and training conferences.
- B. Create local partnerships by establishing VS liaisons.
- C. Utilize organization websites as a resource for event awareness.

Strategic Recruitment Goal 2

Intensify efforts for Targeted Disabled Community

Objectives:

- A. Establish linkages with local disability organizations.
- B. Develop alliances with colleges and universities that have a Workforce Recruitment Program.
- C. Increase awareness of resources within Veterinary Services for reasonable accommodations.

Strategic Recruitment Goal 3

Recruiters are competent, proficient and proactive in supporting VS mission and needs

Objectives:

- A. Develop and implement statewide recruitment plans to attract potential candidates.
- B. Ensure compliance of protocol with mandatory use of reporting and request forms.
- C. Recruiters are knowledgeable of Special Program Initiatives within the Agency.

Strategic Recruitment Goal 4

*Improve recruiting efforts with Internet resources
and Nationwide Services*

Objectives:

- A. Review and analyze data from recruitment reports.
- B. Identify new web resources that focus on specific diverse audiences.
- C. Utilize and integrate “Best Practices” of units across Veterinary Services.

Interested in joining
the VS Recruitment Team?, Contact:

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