

The Recruiter Review

Fall Edition: October 2008

End-to-End Hiring Initiative

A new process drafted from the End-to-End Hiring Initiative introduces a new approach to Federal hiring designed to focus on the applicants expectations, needs and interests. One of our challenges as a Federal agency is how to attract and recruit qualified individuals by meeting their expectations for user-friendly application procedures, clearer communication about the hiring process and an engaging orientation experience.

Recruitment is an on-going process requiring attention and should be directly informed by workforce planning in order to target anticipated talent requirements. Marketing & Regulatory Programs is looking at adopting these ideas across APHIS programs. Introducing the processes of Preboarding, Onboarding and Retention are all areas of interest and more information will be forthcoming. For additional guidance, please see <https://www.opm.gov/publications/EndToEnd-HiringInitiative.pdf>.

VS Recruiters Are Making A Difference

Do you know as a VS Certified Recruiter, you are making a difference in someone's life? Your commitment to reaching out and sharing your vast knowledge and experience as a Federal employee with VS allows you to be a guru to interested applicants. You are helping make VS become an employer of choice - not chance. From submitted activity reports for FY 2008, the total number of recruitment and outreach events increased approximately 28% since FY 2007, but we need your help in ensuring that all recruitment and outreach activities are being accounted for across all of Veterinary Services. You can help us by ensuring we receive your Recruitment Activity Report within 5 days of your event by sending it to Pamela.L.McDonagh@aphis.usda.gov or via fax at 301/734-7393. It doesn't always have to be typed neatly—just legible to make certain we are tracking all events for VS as a whole. We truly appreciate the extra effort it takes to go out to these events and we want to ensure you get the recognition for these activities.

- Recruiter Tip -

Be proactive and approachable when meeting people and searching for the right candidates (don't stand behind your table). **Accept resumes on-site** (you can forward to me) even if students have to apply online—don't just send them to USAJOBS.gov. **Be clear** on qualifications, hiring process, timeline and expectations up front. **Build long-term relationships** by thinking "outside" the career fair.

Upcoming Events

Hispanic Association of Colleges & Universities National Conference (HACU)

Denver, CO October 11 — 13, 2008

Wild West Veterinary Conference
Reno, NV October 15—19, 2008

Future Farmers of America
Convention
Indianapolis, IN October 22 - 25, 2008

OPM Federal Career Day
University of Pittsburgh
Pittsburg, PA October 29, 2008

American Indian Science & Engineering Society National Conference (AISES)
Anaheim, CA Oct 30—Nov 1, 2008

Recruiter of the Quarter

Ms. Lin Chambers, Equal Employment Opportunity/Recruitment Specialist from the Center for Epidemiology and Animal Health (CEAH) in Fort Collins, CO is our Recruiter for the Fall Quarter. Ms. Chambers has demonstrated a passion for working with various schools and universities surrounding her area. Lin continuously reaches out to diverse organizations in her community to attract all individuals that contribute to the melting pot which makes up America today.

Lin is also a member of the National Civil Rights Leadership Committee of which she has been dedicated to for the past six years. She is involved with the Minorities in Agriculture, Natural Resources and Related Sciences Chapter at Colorado State University. Lin is repeatedly referred to as one of CEAH's experts and called upon on numerous occasions for answers. You can always find Lin attending an assortment of career fairs in her local area and others across the United States. Congratulations Lin on this wonderful achievement!



Suggestions for the Recruiter Review? Nominations for Recruiter of the Quarter? Contact LaWanda.A.Thomas@aphis.usda.gov - 301/734-0687