

RECRUITMENT PLAN

VISION: Children will thrive in safe, caring, supportive families and communities.

MISSION: The Indiana Department of Child Services protects children from abuse and neglect. DCS does this by partnering with families and communities to provide safe, nurturing, and stable homes.

CHARGE: Establish a recruitment committee to aid local offices in recruiting excellent, committed individuals who know the “real deal” and can be utilized to take child welfare to the next level of excellence.

MEMBERSHIP:

My idea is that regionally we establish a recruitment team that is made of up a diverse group including RM, and perhaps a mix of the following: directors, supervisors, attorneys, and caseworkers. The mission of this group will be to accurately assess the recruitment needs of the region and find quality people to fit our region’s demographic needs.

RESPONSIBILITIES OF MEMBERS:

- meet quarterly to discuss the needs of the region
- be open to new ideas and come prepared
- be prepared to discuss objectives and set goals
- share new and innovated ideas surrounding recruitment

WHAT WE’RE LOOKING FOR IN MEMBERS:

- someone who is motivated to explore new ideas
- a diverse group, culture, gender, etc.
- willingness to think outside the box in terms of finding matches

HOW WILL WE GET THE WORD OUT?

Recruitment Strategy	Who	When
1. We have a high Hispanic population and currently we have no bilingual employees. The strategy would be to partner with the Hispanic Community Center and learn the needs and listen to their ideas for recruitment	I will meet with Hispanic leaders to educate them on CW	Once plan is set
2. During working women's luncheon and other such speaking engagements, a member of the committee will present "a day in the life of a caseworker"	me	Next Thursday I will be attending
3. Partner with other local offices to get info out to services providers and other community partners so that when they are ready to make a career change, they consider DCS	Management team in region 5	Second Friday in Nov.
4. As a recent MSW grad, I would love to partner with the MSW program and speak with students about the "real deal" in child welfare	me	Once approved and contact is made
5. During annual job fair at the fairgrounds DCS will have a booth with information	Committee	May 2011

HOW WILL WE OVERCOME BARRIERS TO RECRUITMENT?

Barrier	Plan	Who?
In our rural community, one barrier is that often after an individual gets their college degree, they tend to leave and go to more metropolitan areas	Show off the many highlights of living and working in a tight knit community	All committee members
Getting people to want to be part of the committee may take some doing as they may want to only do things for their own county. I will have to sell the benefits of a regional idea	Pitch the idea at our next management meeting	Me and each member as they buy in
Time. Time to create and activate the plan	Prioritize and follow through	Me

NEXT STEPS:

Discuss this with our county director and then with Regional Manager to see if this is a need in our region. At this point my county has a very low turnover rate and recruitment is not needed. However, with that being said, things could change at any time!