



# Recruitment Strategy

CIVILIANS IN DEFENCE  
CIVILS DE LA DÉFENSE

UMCC HR Sub-Committee

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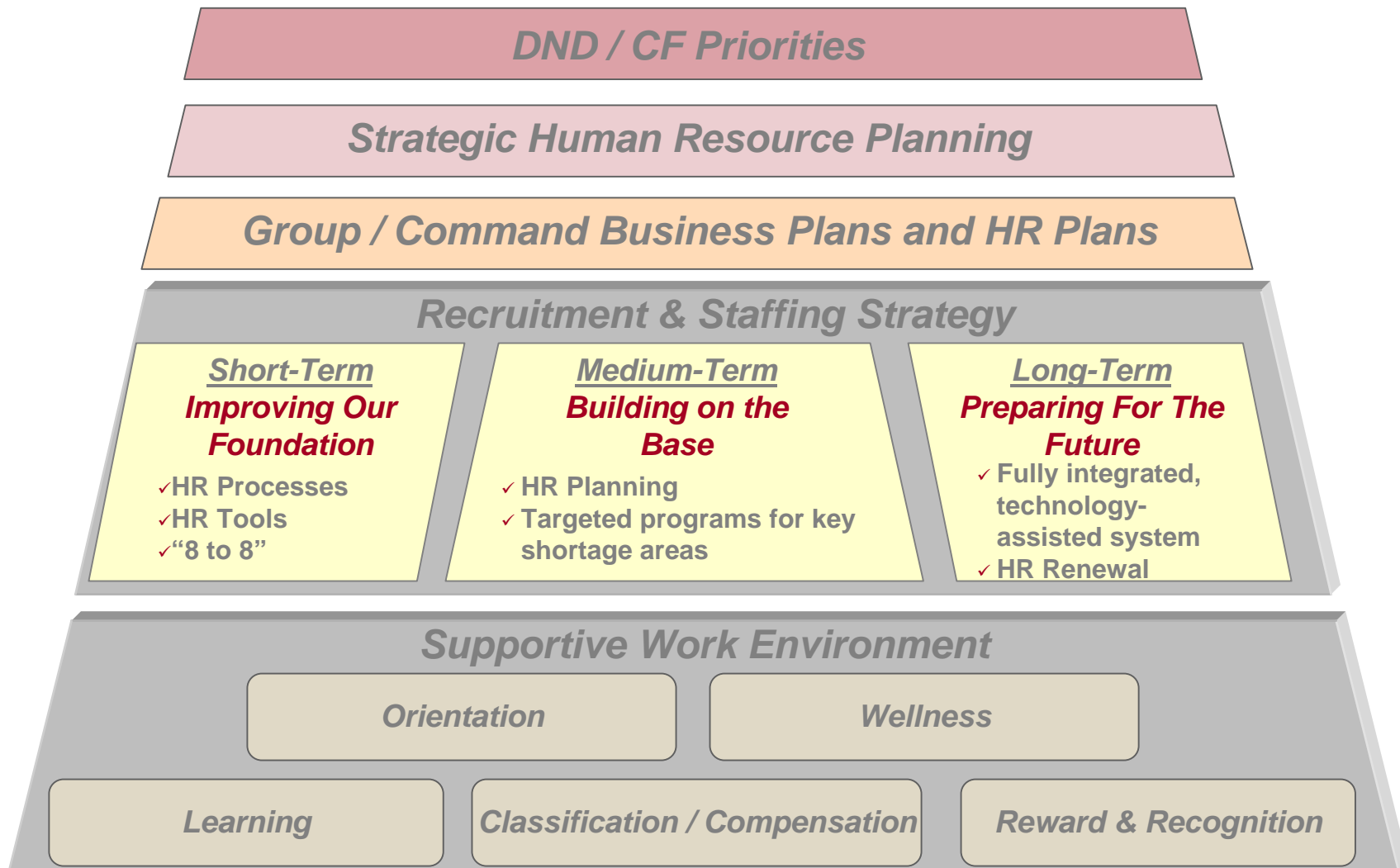
# Outline

## Recruitment Strategy and Apprenticeship Study

- **Overview**
- **Activities to date**
- **Next Steps**



# Recruitment & Staffing Strategy Framework



# Recruitment Strategy “Preparing for the Future”

## Activities to date

Building on existing recruitment strategies:

- Research conducted into recruitment strategies of public and private sectors
  - What potential employees want?
  - Where are the gaps?
- Partnering with Canadian Forces Recruitment Centres (CFRC)
  - Joint recruiting at career fairs, conferences
  - National level promotion material
- Organizing participation in University career fairs
  - Targeting key shortage groups
  - Need for managerial involvement

# Recruitment Strategy “Preparing for the Future”

## Activities to date

### Undertaking the Apprenticeship study

- 2005-2006 Functional assessment recommended a study of apprenticeship programs
- Established recruitment team and HR-Civ Working Group (Summer 05)
- Research conducted at public and private sector levels
- Conducting regional consultation sessions
  - Identify and assess recruitment issues/trends and apprenticeship needs
  - Level 1s advised (19 Aug.) of additional sessions planned for MARPAC, CFB Edmonton and 202 Workshop in Montreal
  - Initiated consultation in Halifax to:
    - determine best practices;
    - identify gaps, potential synergies and priorities for action
- Continued funding support to shortage groups

# Recruitment Strategy- Next Steps

- Consolidate research findings – Fall 05
- Assess viability of public and private recruitment and retention incentives
- Recruitment Strategy will include:
  - Employer of Choice branding
  - Improved outreach
  - Improved recruitment campaigns for shortage groups
  - Potential new recruiting incentives
  - Analysis of Level 1 HR plans to assess priorities and identify issues and funding gaps.
- Progress updates and oversight through Recruitment Steering Committee and HR-Civ governance



# Recruitment Strategy- Next Steps

## Apprenticeship Study

- Conduct consultation sessions Fall 2005
- Compile results and prepare report Winter 2005/2006
  - Review Level 1 HR plans
  - Align recommendations to Level 1s priorities
  - Integrate in 2006/2007 Functional Assessment
- Prepare business case for action
- Acquire appropriate approvals Spring 2006



# Questions?