

MEMORANDUM

TO: Agency Heads and Human Resource Directors

FROM: George Vega

DATE: February 6, 2007

SUBJECT: Diversity/Recruitment Outreach Opportunity

A year ago the State Agencies came together with their various resources to support a successful marketing and recruitment effort to attract a larger pool of qualified and diverse applicants to fill current and future vacancies. From those efforts a wonderful opportunity has presented itself.

A Partnership with Highland Park High School has been developed. This partnership is designed to meet both the needs of the State of Kansas and Highland Park High School. This partnership will assist the State of Kansas in attracting and hiring quality applicants and employees, expanding diversity in our work force, and building a community partnership for recruiting. The needs of Highland Park High School will be met by providing reality information and experience in the work environment, providing employment opportunities for graduating students, and building individual student confidence. This type of outreach is similar to what many private companies have already started doing.

A key element to the success of this partnership is to provide job shadowing opportunities for selected students. Students are selected for the partnership by the Highland Park High School Social Worker and the partnership coordinator from the Division of Personnel Services. We are requesting your support by working with the DPS Coordinator, Pat Writt, and allowing job shadowing of identified jobs that may be in your agency. If an appropriate job is located in your agency, Pat would like to contact the agency HR office to arrange for and work out the details for a job shadowing event.

We hope to build on this effort in the future with a wider number of students and include other schools. This is a starting place for us to reach out to high school students to get them interested in state government early. Highland Park High School is a great place to start such a program because it naturally has a diverse student population.

This is an exciting opportunity for the State of Kansas to reach out and position itself as an employer of choice, make a difference in the community, and enhance the diversity of its work force.

I want to thank you in advance for your support. If you have additional questions, please contact Pat Writt, 785-296-4352.

cc: Carol Foreman, Deputy Secretary of Administration
Pat Writt