



Forest Service  
U.S. DEPARTMENT OF AGRICULTURE

# **FOREST SERVICE OARTAR (OUTREACH AND RECRUITMENT TO ACHIEVE RESULTS)**

Workforce Planning – More Than Hiring/Career Path to Success

March 23, 2023

# Opening

- **Purpose:** To provide an overview of outreach, recruitment, workforce planning and connecting to youth for careers
- **Objective:** To give an overview of recruitment in the agency and workforce planning to connect Native American youth where they are!
- **Outcome:** Overview of the recruitment goals

# Recruitment Goals

- Create a unified recruitment message that communicates Forest Service culture and speaks directly to people
- Update and modify the webpage for potential applicants to find a job
- Provide information to potential job applicants through webinars and workshops (one a month) and the schedule is posted on the agency's Working With Us (Jobs) webpage
- The intent of the webinars is to clarify federal qualifications, provide guidance to applicants on the application and hiring process

# Recruitment Goals Continued

- Organize who and what will be posted on Handshake (application used at most universities and colleges) - post on Handshake after vacancy announcement dates and series are confirmed - include event flyer
- Social media posts – job reminder (Facebook, Instagram, Twitter, LinkedIn) - Are you interested in a career with the Forest Service
- Jobs are available in a variety of exciting and rewarding opportunities, such as natural resources, social sciences, botany, or ecology

# Recruitment Goals Continued

- Utilize the Office of Tribal Relations, the Intertribal Timber Council and the 1994 USDA liaison to recruit Native American candidates from community colleges (with appropriate degree programs if the position is professional)
- Utilize internal sourcing tools like USAJOBS Agency Talent Portal to mine for potential applicants
- The Job Seeker Database Interest Form was updated which is used at conferences to attract potential candidates on future positions that would be advertised or identify for non-competitive/direct hire authority



## Native American Youth

Four actions to connect to Native American youth:

1. Indian Youth Service Corps
  - a. Authority the Forest Service has to develop corps (similar to other youth corps)
2. Focus to recruit Native Americans at 2-year schools and Salish-Kootenai University (a 4-year school) ([B.S. in Forestry](#), Forest Management, Wildland Fire [options \(Forestry candidate\)](#))
3. Identification of positions for 1994 scholars positions
4. Development of templates to utilize intergovernmental agreements (a tribal member thru an agreement works for the agency for 1-2 years)

# Questions & Answers

