


1  Valuing Diversity in
James City County

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Presented by:
Alexander Holloway
Human Resource Specialist

2  Accomplishments

- Diversity of applicant pools
- Effective hiring
- Development opportunities
- Work Culture of Inclusion

3  Diversity of Applicant Pools

- Radio

- Other sources

- Movie Theater

- Web address (www.JCCEGOV.com/JOBS)

4  Minority Recruitment Results

- FY'06
- 24% of applicants

 - FY'07 (First Quarter)
 - 31% of applicants

5  Effective Recruitment

- Hired four certified Police Officers

6  Effective Hiring Processes

Identify selection criteria

- Develop interview questions

- Diverse interview panels

- Ensure timely selection

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"I enjoyed the interview with you all. It's not often you can make that statement but your process...is very good and paints a desirable picture of the County organization."

Unsuccessful Applicant

8 Development Opportunities

- Promoting Yourself within the County

Job Shadowing

- SELF (Shaping Effective Leaders for the Future)

- Succession Management Assignment

9 Employees Promoted

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- Valuing Diversity Steering Committee

- Employee Connections Committee

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