

FY 2007 QUESTION NUMBER: 27

QUESTION:

What efforts are being made to recruit bilingual staff?

BUDGET PAGE REFERENCE: 8–9

ANSWER:

The Office of Human Resources employs many strategies to recruit more bilingual staff, including the following:

- Target bilingual populations by actively recruiting at local universities and colleges in major cities such as New York City, San Diego, and Boston, and at job fairs such as the National Minority Careers in Education Expo in New York.
- Work with overseas recruitment agencies to explore recruitment of teachers from countries such as Spain, Philippines, Germany, Korea, and China.
- Outreach to racial/ethnic associations (e.g., National Association of Asian Pacific American Education, African American Association of Black Educators, Organization of Chinese Americans, and Casa de Maryland) and communities (e.g., referrals from personal contacts) to build relationships to recruit bilingual employees.
- Use *Resumix*, an electronic system where candidates worldwide can submit their resumes on line.
- Use the Web-based vacancy database to attract a broad base of candidates.
- Post advertisements for positions emphasizing the need for bilingual applicants.
- OHR staffers personally assist applicants from foreign countries through the process of getting their foreign transcripts evaluated by credentialing agencies and enrolling in pedagogical education courses needed for certification.
- Through increased recruitment efforts, increase the volume of interviews by staffers, which will result in a greater number of bilingual candidates identified during interviews.
- Target college student associations based on race/ethnicity to recruit more bilingual applicants.
- Staffers follow up on referrals from current bilingual employees and MCPS immersion programs.