

DRAFT – WORK IN PROGRESS
January 2014

Office of Career and Technical Education

Minority Recruitment Plan

GOAL: Increase the percentage of minority employees within the Office of Career and Technical Education from 1% to fully meet the targeted hiring goal for minority employment in all state government (12.2% as of November 15, 2013) by August 2016.

Strategy	Activity
Recruit from within the CTE System	Create and publish a brochure listing the job listings, salary range and benefits of teaching at a KY Tech School that can be used to attract high quality minority candidates.
	Search the TEDS data base to identify postsecondary programs with minority enrollments that match current open positions.
	Have instructors talk to potential teaching candidates about seeking certification to teach.
Recruit from within the Kentucky Military Community	Provide EPSB Troops to Teachers program with current job postings and literature on the occupation based certification route that can be distributed through transition classes at Ft. Knox and Ft. Campbell.
	When positions become vacant send a member of the OCTE staff with EPSB staff (Wayne Eccles) to the monthly classes at Ft. Knox and Ft. Campbell to identify qualified applicants and counsel them on career in teaching at ATC.
	Utilize Minority Educator Recruitment Scholarships to help qualified minority applicants seek teaching certification.
Advertise position openings through a wide variety of sources	Place all teaching position openings within the KY Tech system on the KEPS system to increase dissemination.
	Continue placing all OCTE positions in the Career Opportunities System (COS).
	Disseminate position openings through the Kentucky Alliance of Black School Educators (KABSE).
	Disseminate position openings through applicable labor unions and trade publications.