

DOCKETED

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Recruitment & Outreach

May 12, 2023



CEC Value Proposition

- Meaningful, impactful, fascinating work
- Telework-friendly environment
- JAEDI in all we do
- Collegial environment
- State benefits; CEC benefits (e.g. mentoring, training)





Recruitment & Outreach Unit

Jessica Gee, Recruitment and Outreach Specialist

Samantha Villegas, Recruitment and Outreach Manager

Bjorn Shepard, Recruitment and Outreach Analyst

Bradley Cornelius, Recruitment and Outreach Analyst

You: Recruitment is everybody's job; we have 700 recruiters



Recruitment Tools

- Engage with a qualified and diverse talent pool
- Perform direct outreach and counseling
- Simplify a complicated process
- Utilize 21st century tools
 - Social media (e.g. LinkedIn, Facebook, Instagram)
 - Hiring platforms (e.g. Monster, Indeed, Zip Recruiter)
 - Leadership engagement
 - Career fairs
- Engage CEC staff (affinity groups)
- Partner with energy-based institutions (e.g. universities, trade groups)
- Place targeted ads





LinkedIn Groups – Diversity, Equity, and Inclusion

The CEC team has connected with more than 106 groups, including:

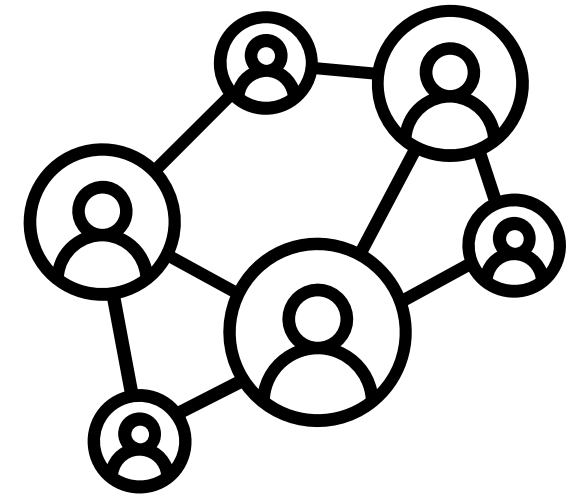




Recent Social Media Results

Since October 2022:

- 1,300 matches
- 160 applicants
- 14 positions filled





Thank You