

# Testing & Recruiting

# Objectives

1. Proposed Scheduling
2. Desired Outcomes

# Current State – Quinquennial

## Strengths:

- Large lists (MFD) that are kept for years.
- Recruiting costs (general) are incurred infrequently
- Vendor already in place

## Weaknesses:

- Loss to follow-up
  - Interest
  - Competing employers.
  - Contact information
  - Migration
  - Life events
- *“I thought I didn't get job”*
  - Temporal gap
  - Poor/infrequent communications
- ▶ Large recruitments = Large lists

# Current State – Quinquennial

## Opportunities:

- ▶ Large lists + investments
  - ▶ + Labor
- ▶ Proximate lists'
- ▶ Staff shift process to process (no overlap in general recruiting, cadet always overlaps)

## Threats:

- ▶ Communication & engagement maintenance
- ▶ Labor
- ▶ Attendee unpredictability

# Proposed - Annual Model

Month	Testing Event
April	Written
May	Written
*** June***	Written
July	Written
August	Written
September	Notification to Candidates
October	Interview
November	***
December	Results to FPC/ Candidates
January	***
February-May	EMT / CPAT
May-August	Preemployment

# Proposed: Annual

## Strengths:

- ▶ Candidates engagement
- ▶ Feedback
  - ▶ Recruiting, testing,
- ▶ Emulates broader job market.
- ▶ Flexibility to shift to multi-year model seamlessly
- ▶ Experience
  - ▶ Cadet

## Weaknesses:

- ▶ Labor costs
- ▶ New testing tool/methodology
- ▶ Cut score
- ▶ Physical location for screening tests

# Proposed: Annual

## Opportunities:

- ▶ Candidate feedback
- ▶ Training insights (MFD/EMT)
- ▶ Remediation & Reentry
- ▶ Community partner engagement
- ▶ Develop internal experts

## Threats:

- ▶ System strain
  - ▶ Large initial numbers
  - ▶ Frequency
- ▶ Test security.
- ▶ Technology costs

# Desired Outcomes

## Strategic Benefits

- ▶ Candidate feedback
- ▶ Remediation & Reentry
- ▶ Partner engagement

## Desired outcomes

- ▶ Discussion