

September 2024

Public Sector Diversity Recruiting

Untapped Talent

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Benefits of an Inclusive Workforce

- Enhanced creativity and innovation
- Improved decision-making
- Enhance employer value proposition
- Broader talent pool
- Increased employee engagement
- Adaptability and flexibility
- Knowledge transfer and mentoring
- Employee retention

Fundamental Laws for Recruitment & Hiring

- [Title VII of the Civil Rights Act of 1964](#) is a federal law in the United States that prohibits employment discrimination based on race, color, religion, sex, and national origin.
- [The Age Discrimination in Employment Act \(ADEA\)](#) is a federal law in the United States that prohibits employment discrimination against individuals who are 40 years of age or older.
- [The Americans with Disabilities Act \(ADA\)](#) is a federal law in the United States that prohibits discrimination against individuals with disabilities in all areas of public life, including employment, transportation, and public accommodations.
- [The Pregnancy Discrimination Act \(PDA\)](#) prohibits discrimination against employees and job applicants on the basis of pregnancy, childbirth, or related medical conditions.
- [The Uniformed Services Employment and Reemployment Rights Act \(USERRA\)](#) is a federal law in the United States that protects the employment and reemployment rights of individuals who serve in the military.
- [The Genetic Information Nondiscrimination Act \(GINA\)](#) prohibits the use of genetic information in employment, restricts employers from requesting, requiring, or purchasing genetic information, and strictly limits the disclosure of genetic information.
- [The Equal Pay Act \(EPA\) of 1963](#) This federal law prohibits pay discrimination on the basis of sex. It requires that men and women be paid equally for performing substantially similar work, with the same level of skill, effort, and responsibility, under similar working conditions.
- [The Washington Fair Chance Act](#) to protect job applicants with a criminal record so they may fairly compete for job opportunities for which they are otherwise qualified. Covered employers may not advertise job openings in a way that excludes people with criminal records from applying.



WA State Agency Executive Orders

- [Executive Order 19-01](#) – Veteran & Military Family Transition & Readiness Support.
- [Executive Order 22-02](#) - Achieving Equity In Washington State Government.
- [Executive Order 16-07](#) – Building a Modern Work Environment.
- [Executive Order 22-04](#) – Implementing the WA State Pro-Equity Anti-Racism (PEAR) Plan & Playbook.
- [Executive Order 23-01](#) – Reaffirming the Interagency Committee of State Employed Women.
- [Executive Order 21-01](#) – Affirming WA State Business Resource Groups.
- [Executive Order 13-02](#) – Improving Employment Opportunities & Outcomes for People with Disabilities in State Employment



Business Resource Groups

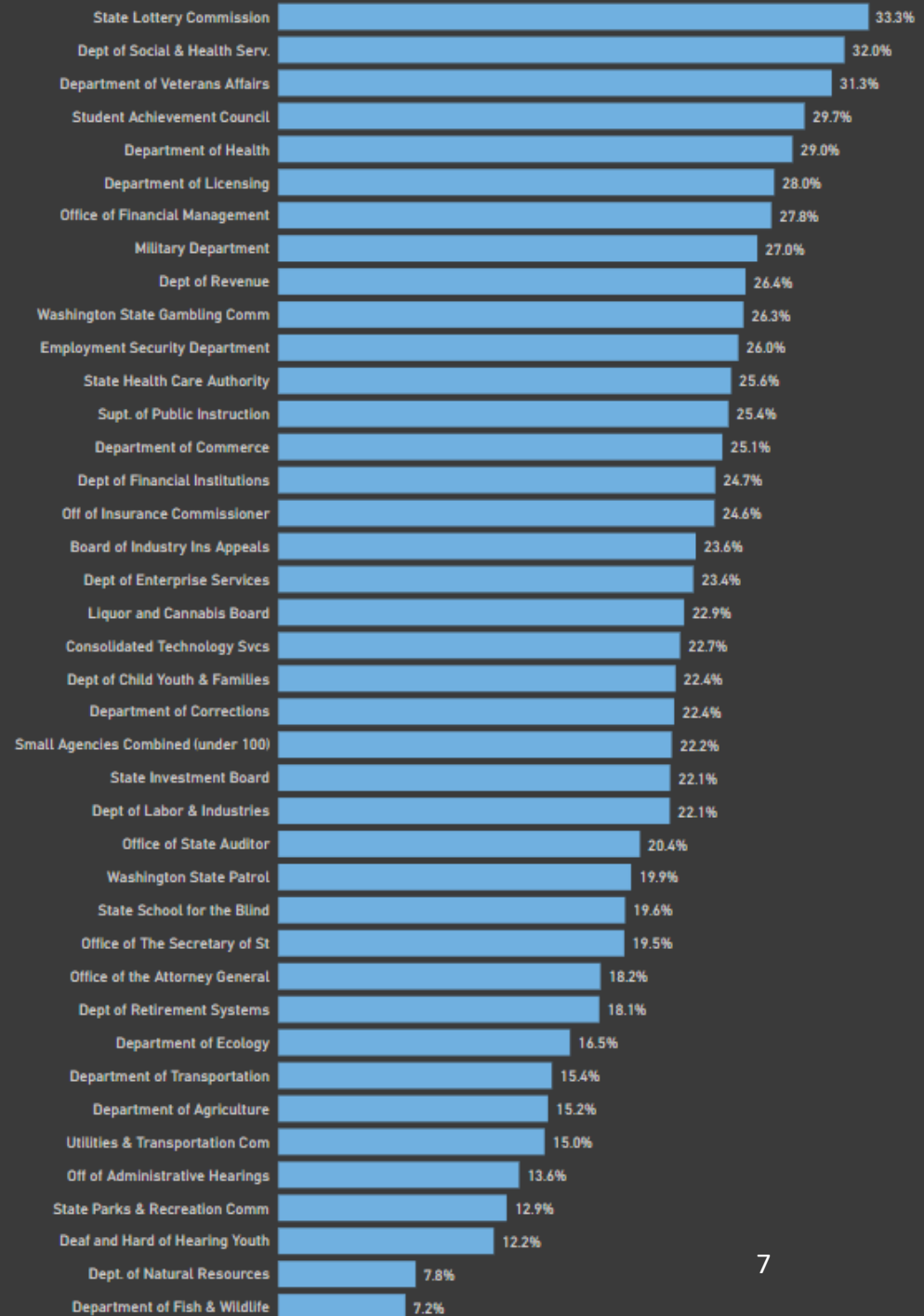
- [Blacks United in Leadership and Diversity \(BUILD\)](#) exists to improve the experiences of current and future black state employees, by increasing representation in leadership positions and giving voice and perspective in policy discussions.
- [Disability Inclusion Network \(DIN\)](#) exists to promote universal access and create an environment where people with disabilities can fully participate in all aspects of the workplace. Executive Order 13-02 drove the creation of this group.
- [Latino Leadership Network \(LLN\)](#) exists to connect and inspire the Latino state service workforce and leaders, improving the experience of current Latino state employees by increasing professional development opportunities and encouraging the community to become future members of the state service workforce.
- [Rainbow Alliance & Inclusion Network \(RAIN\)](#) exists to help the state to create safe and inclusive workplaces for employees and customers who are members of the LGBTQ+ community. The creation of the group supports the requirements outlined in Directive 16-11.
- [Veterans Employee Resource Group \(VERG\)](#) exists to help integrate the experience, skills, and knowledge that veterans and military spouses bring to the state government workforce. Executive Order 19-01 directed OFM to work with agencies to establish this group.
- [Washington Immigrant Network \(WIN\)](#) exists to expand opportunities for immigrants who are current or future state employees while educating the workforce and state agencies of the value of a diverse workforce.
- [Hawaiians, Asians, and Pacific Islanders Promoting an Empowerment Network \(HAPPEN\)](#) mission is to improve lives by increasing ANHPI representation in leadership and general state employment and advocating for policies that promote anti-racism, equity, inclusion, diversity, and belonging in the workplace.

The Status of the Workforce

- 34.2% of Washington's labor force are people of color.
- In fiscal year 2023, 43% of state government applicants were ethnically diverse.
- In fiscal year 2023, 23% of hires were ethnically diverse.
- Look at your agency staff diversity.

Diversity by Agency

- ✓ **34.2%** of the State of Washington's labor force are People of Color
- ✓ Does your agency workforce reflect the people you serve?





Before you start, ask...

- What does diversity look like in your agency?
- What is the diversity like in the team, unit, or division?
- Does the job class you're recruiting for lack representation?
- Where have you not posted jobs?
- What is your agency diversity recruitment plan?
- Where have you NOT conducted outreach?



Start with a Hiring Manager Meeting:

- Ideal candidate profile
- Key words
- Team culture
- Management style
- Remote/Hybrid
- Future projects
- Work environment
- Professional development
- Perfect day
- Work schedule
- Career path
- Dress code

Don't do this!

- Expect that content in your job posting will attract more diverse applicants.
- Going to the same job fair and expecting different results.
- Use fake diversity stock photos.
- Expect groups or associations to do your bidding.

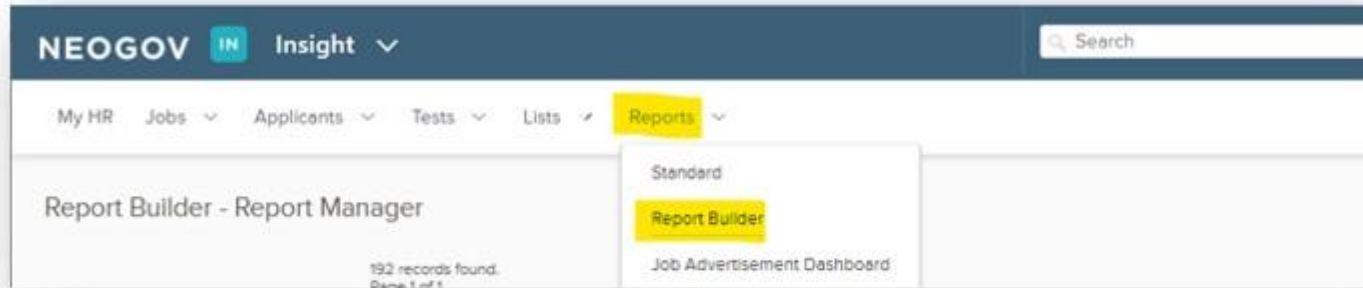




Do this!

- Search the applicant tracking system
- Referrals from new hires or references
- Be present in underrepresented communities
- Connect with statewide organizations or associations
- Talk to passive candidates
- Share recruiter intelligence with your peers

Search your applicant tracking system



Use existing
sourcing reports!



Report Name	Report Type	Created By	Created Date	Updated Date	Report Action
Sourcing Veteran Applicants Sourcing Eligible List By Classification Code	Applicant with Job Application	Dominguez (State HR), Jose	11/8/2022 4:42:10 PM	8/13/2024 10:48:10 AM	View Edit Delete Subscriptions Keys
Applicants by Requisition	Applicant with Eligible Lists	Dominguez (State HR), Jose	11/9/2021 12:02:57 PM	8/13/2024 10:44:17 AM	View Edit Delete Subscriptions Keys
	Applicant with Job Application	Dominguez (State HR), Jose	1/12/2022 8:09:17 PM	8/12/2024 5:46:57 PM	View Edit Delete Subscriptions Keys

Referrals from new hires or references



#TeamMultiCare

REFER. SCORE! REPEAT.
MULTICARE EMPLOYEE REFERRAL PROGRAM

Have a friend, previous classmate or co-worker you think would be a great addition to MultiCare? Give them this card. On the back, we've included reasons to work at MultiCare and instructions on how to apply. Learn more about MultiCare's employee referral program and ways you can score at: multicare.org/employee-referral-program

MultiCare
MultiCare Health System
P.O. Box 5299
Tacoma, WA 98415-0299

NON-PROFIT ORG.
U.S. POSTAGE
PAID
TACOMA, WA
PERMIT NO. 233



WHY CHOOSE MULTICARE?

- WE'RE CHANGING HEALTH CARE FOR THE BETTER**
 - Locally based and governed
 - A 130-year history of innovation
- WE INVEST IN PEOPLE, NOT PROFITS**
 - Competitive pay & benefits
 - Tuition reimbursement & continuing education
 - \$20K RN loan payback program
- WE'LL GIVE YOU OPTIONS**
 - Full-time, part-time or on-call schedules
 - Many locations and specialties to choose from

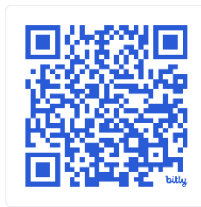
HOW TO APPLY

- GO TO OUR WEBSITE**
Use the QR code or go to jobs.multicare.org

Scan me
- BROWSE JOBS**
Once on our website, go to the job search page. You can narrow your search by location, specialty, and more. Don't see the right job for you? Join our Talent Network to be notified when a job is posted that fits your areas of interest.
- COMPLETE AN APPLICATION**
Once you find a job you would like to apply for, complete our online application.

NOTE: If you were referred by a current MultiCare employee, include their name where instructed on the application. If their name is not included, they will not be eligible for an employee referral program bonus.

Recruitment Flyer



Scan me



RN OR Opportunities

At Covington Medical Center

Are you looking to join a tight-knit and highly collaborative team? The Operating Room at Covington Medical Center is hiring day shift RNs to support surgical services offered to the South King County community. If you have at least one year of recent OR experience and are looking to join a mission-driven organization, we want to hear from you!

**TAKE THE FIRST STEP
APPLY ONLINE**

From our careers website, click the link below or select the following drop down options:

Category: Nursing - RN Staff
Entity: Covington Medical Center
Search Box: "Operating Room"

VIEW CURRENT OPENINGS

**Questions?
Contact our recruiter:**

Jose Dominguez
jdominguez@multicare.org
253-403-1512

Learn more and apply at jobs.multicare.org

About the Unit:

- 3 ORs (Currently expanding to 5 ORs total)
- 3-13 average daily number of cases
- 1:1 patient ratio
- Positive/supportive culture with respect, teamwork and collaboration

Benefits & Incentives:

- Up to \$5k sign-on bonus
- Up to \$10k relocation bonus
- \$20k student loan forgiveness
- Tuition reimbursement and education opportunities
- Competitive pay and generous PTO
- Comprehensive benefits package
- Join a team of other highly skilled engaged nurses

Be Present in Underrepresented Communities



Association for Asian Studies
AAS2024
 ANNUAL CONFERENCE
SEATTLE, WA

THE RUDD'S R.U.B.B. INITIATIVE PRESENTS

3rd Annual BLACK BUSINESS LEADERSHIP CONFERENCE

⌚ SATURDAY, AUGUST 17, 2024
 10:00 AM to 4:00 PM

📍 UNIVERSITY OF WASHINGTON
 Husky Union Building (HUB)
 4001 E Stevens Way #R Seattle, WA 98195

THEME:
 Ignite & Inspire: Building the Future of Black-Owned Businesses

SCAN THE QR CODE TO REGISTER




www.ruddsrubb.org



NAADAC 2024
 NORTHWEST REGIONAL CONFERENCE
 ON INDIGENOUS PEOPLES
 — MAY 8 - 10, 2024 | SEATTLE, WA —

Migrant & Arts Education Programs
 ★ 2024 State Conference

ART OF BELONGING

AUGUST 15&16 2024
 Yakima Convention Center
 Yakima, Washington

ENRIQUE CERNA
 CONFERENCE HOST

IDRIS GOODWIN
 OFFICER OF CULTURE, SEASIDE

MATIKA WILBUR
 AWARDS LIAISON

JOSE INIGUEZ
 CULTURE SAMBALE LIAISON

- THREE KEYNOTE SPEAKERS
- GROUP ACTIVITIES
- EXHIBITORS & VENDORS
- AWARDS
- ARTS & MIGRANT PANEL
- 5 BREAK OUT STRANDS
- 6 CLOCK HOURS

For more information: madr.org/events

ASIA PACIFIC CULTURAL CENTER'S 14TH ANNUAL

SAMOA

CULTURAL WEEK/DAY JULY 21 - JULY 27, 2024

ORDER OF EVENTS:

Sunday - July 21, 2024
 Samoa Prayer Service - 6:30 pm
 Mt. Rainier High School Performance Center

Monday - July 22, 2024
 Samoa Youth Group Night - 6:30 pm
 Mt. Rainier High School Performance Arts Center

Tuesday - July 23, 2024
 Aganu'u Fa'aSamoa - 10 am
 UWCC - 3111 East Portland Avenue

Wednesday - July 24, 2024
 Aganu'u Fa'aSamoa - 10 am
 UWCC - 3111 East Portland Avenue

Thursday - July 25, 2024
 Samoa Fashion Show - 6:30 pm
 Museum of Asia Pacific

Friday - July 26, 2024
 Samoa Community Dinner - 6:30 pm
 Emerald Queen Conference Center (Seaside)

Saturday - July 27, 2024
 Samoa Pacifica Food Festival - 11 am
 Mt. Rainier High School Field #10

For more information:
 Call UWCC at 253-863-3900 or
 Email info@apccenter.org



ASIA PACIFIC CULTURAL CENTER
 253-863-3900
 www.apccenter.org



Diversity Recruiting Resources List

Diversity recruiting resources

Links listed on this page are intended for resource purposes and do not constitute an endorsement by the Office of Financial Management.

Contact information

SHRplanning@ofm.wa.gov

This list of organizations will help recruiters reach out to diverse candidates. Many of these organizations have local chapters. Many of these websites have job boards, event calendars for virtual or local career events, employment assistance services, conference information, program services, current events, and other educational content. Talent acquisition relies on personal contact. Use this list to network with diverse organizations.

Asian American Associations

- [Asian American / Pacific Islander Nurses Association, Inc.](#)
- [Asian American Architects/Engineers Association](#)
- [Asian American Journalist Association](#)
- [Asian American Psychological Association](#)
- [Asian American Real Estate Association of America \(AREAA\)](#)
- [Asian/Pacific American Librarians Association](#)
- [Association of Asian American Investment Managers](#)
- [Center for Asian American Media](#)
- [Chinese American Librarians Association](#)
- [Japanese American Citizens League](#)
- [Korean American Scientists and Engineers](#)
- [Korean Women's Association](#)
- [National Asian American Pacific Islander Mental Health Association](#)
- [National Asian Pacific American Bar Association](#)
- [National Association of Asian American Professionals](#)
- [OCA - Asian Pacific American Advocates](#)
- [Society of Asian Scientists and Engineers](#)

Black Associations

- [AFRO - The Black Media Authority](#)
- [Association of Black Psychologists](#)
- [Black Career Women's Network](#)
- [Black Data Processing Associates](#)
- [Black Enterprise](#)
- [Black EOE Journal](#)
- [Blacks in Government](#)

LGBTQ+ Associations

- [Association of Lesbian, Gay, Bisexual, Transgender Addiction Professionals](#)
- [Association of LGBTQ+ Journalists](#)
- [Association of LGBTQ+ Psychiatrists](#)
- [GLAAD](#)
- [Health Professionals Advancing LGBTQ+ Equality \(GLMA\)](#)
- [International Association of LGBTQ+ Judges](#)
- [International Lesbian, Gay, Bi, Trans, and Intersex Law Association](#)
- [National Center for Lesbian Rights](#)
- [National Education Association Lesbian, Gay, Bisexual, Transgender, Queer+ Caucus](#)
- [National LGBT Chamber of Commerce](#)
- [National Society of Black Engineers](#)
- [National Society of Black MBA's](#)
- [National Society of Black Physicists](#)
- [National Urban League](#)
- [U.S. News & World Report - HBCU - Best Colleges](#)
- [US Black Engineer](#)

[National Society of Black Engineers](#)

[National Society of Black MBA's](#)

[National Society of Black Physicists](#)

[National Urban League](#)

[U.S. News & World Report - HBCU - Best Colleges](#)

[US Black Engineer](#)

U.S. News Best HBCU's in the U.S.

79 results [Clear Filters](#) [Historically Black Colleges and Universities](#) × SORT BY: Rankings (high to low)

School Name ^

Location ^

Rankings ? ^

Tuition and Fees ^

<\$5,000 - \$50,000+

Spelman College
Atlanta, GA

#1 in Historically Black Colleges and Universities

★★★★★ 5 reviews ?

Founded in 1881 as the Atlanta Baptist Female Seminary, Spelman College is the oldest historically Black college for women in America. Located just five minutes [READ MORE](#) »

Add To Compare

Tuition And Fees
\$30,058

Undergraduate Enrollment
2,374 (fall 2022)

SAT, GPA AND MORE
Unlock with Compass

[Save to My Schools](#)

Howard University
Washington, DC

#2 in Historically Black Colleges and Universities

★★★★☆ 43 reviews ?

Howard University is a historically black college located in Washington, D.C. Despite its urban setting, students are permitted to bring cars to campus – though freshmen

Tuition And Fees
\$33,344

Undergraduate Enrollment
9,809 (fall 2022)

SAT, GPA AND MORE
Unlock with

U.S. News Best HBCU's - Filters

70 results Clear Filters 98501 x Historically Black Colleges and Universities x Area of Study: Computer and Information Sciences and Support Services x SORT BY: Distance (near to far)

<\$5,000 - \$50,000+

Enrollment ^


0 - 14,000+

Acceptance Rate ^

<10% - 90%+

Area of Study ^

Computer and Info...



Wiley College

Marshall, TX

#59 in Historically Black Colleges and Universities

★★★★★ 1 review ⓘ

Founded in 1873, Wiley College is a private institution. Wiley College offers a Greek system, where 1 percent of the student body is involved in a sorority and [READ MORE »](#)

Add To Compare

[Save to My Schools](#)

Tuition And Fees
\$12,500

Undergraduate Enrollment
698 (fall 2022)

SAT, GPA AND MORE
Unlock with Compass

Wiley University Career Services

REGISTER WITH US:

HANDSHAKE



JOIN US!



Jeremy Hodge

Executive Director of Career Services

Career Services

(903) 923-1671

CAREER SERVICES NEWSLETTER

THE ADVOCATE

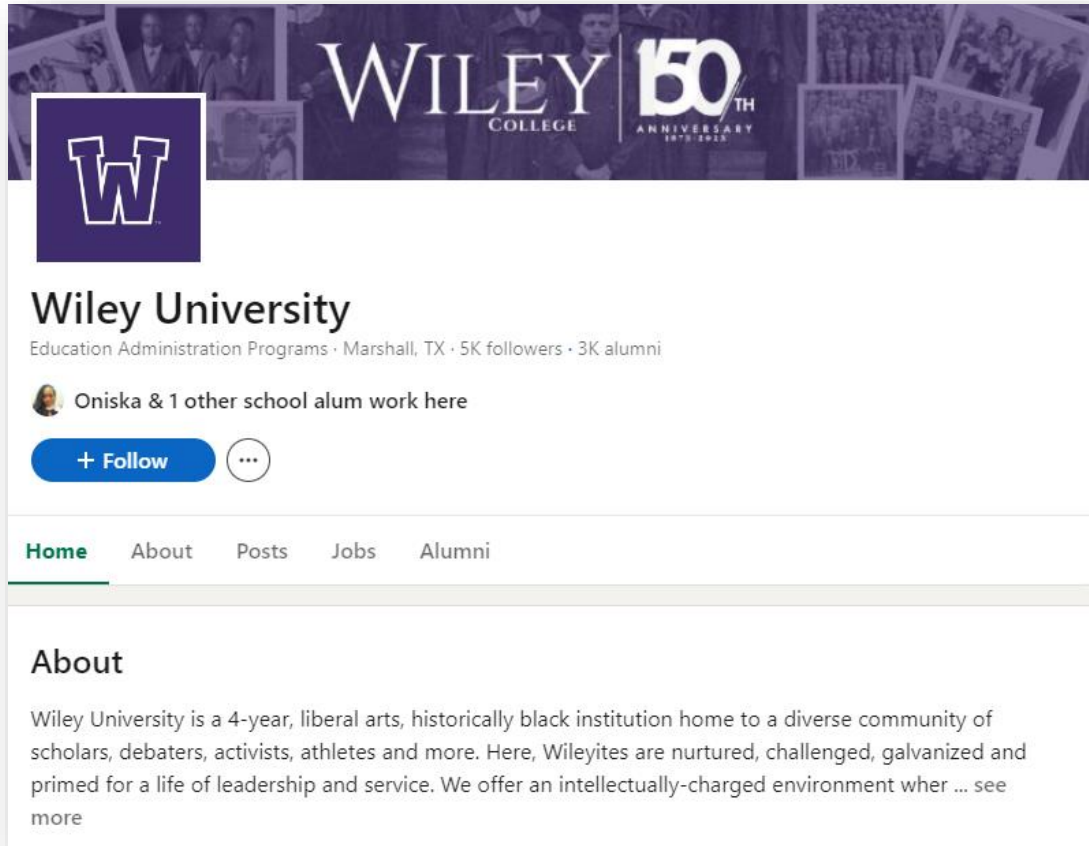


CONDUCT YOUR JOB SEARCH

EMPLOYMENT WEBSITES



LinkedIn Company Page



The screenshot shows the LinkedIn profile for Wiley University. At the top is a banner image with the text "WILEY COLLEGE 150TH ANNIVERSARY 1873-2023" and a large white "W" logo on a purple square background. Below the banner, the name "Wiley University" is displayed in a bold font, followed by the text "Education Administration Programs · Marshall, TX · 5K followers · 3K alumni". A small profile picture of a person is shown next to the text "Oniska & 1 other school alum work here". Below this is a blue button with a white plus sign and the word "Follow", and a circular icon with three dots. A navigation bar contains the links "Home", "About", "Posts", "Jobs", and "Alumni", with "Home" being the active link. The "About" section is expanded, showing the text: "Wiley University is a 4-year, liberal arts, historically black institution home to a diverse community of scholars, debaters, activists, athletes and more. Here, Wileyites are nurtured, challenged, galvanized and primed for a life of leadership and service. We offer an intellectually-charged environment wher ... see more".

Diversity Recruiting Resources

Asian American Associations

[Asian American / Pacific Islander Nurses Association, Inc.](#)
[Asian American Architects/Engineers Association](#)
[Asian American Journalist Association](#)
[Asian American Psychological Association](#)
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[Association of Asian American Investment Managers](#)
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[Japanese American Citizens League](#)
[Korean American Scientists and Engineers](#)
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[National Asian American Pacific Islander Mental Health Association](#)
[National Asian Pacific American Bar Association](#)
[National Association of Asian American Professionals](#)
[OCA – Asian Pacific American Advocates](#)
[Society of Asian Scientists and Engineers](#)

Black Associations

[AFRO - The Black Media Authority](#)
[Association of Black Psychologists](#)

- Post a job on association career page
- Check the events and local chapters
- Search on LinkedIn

The screenshot shows a LinkedIn search interface with tabs for Companies, Jobs, Schools, Courses, Events, Products, and Services. The 'Groups' section is active, displaying the 'National Association of Asian American Professionals (NAAAP)' group. The group has 9K members and a 'Join' button. A description below the group name reads: 'This is the official LinkedIn group of NAAAP (National Association of Asian American Professionals or North American Association of...'. At the bottom of the group card, there is a link to 'See all group results'.

Other Places to find Candidates

- WorkSource Resume Bank
- LinkedIn Recruiter Lite
- Indeed.com resume subscription
- Facebook
- X
- Zoominfo
- Open social media sites
- Google (Boolean)
- WARN - Worker Adjustment and Retraining Notification
- Layoff Trackers
- Directories – Yellow Pages, Yelp, etc.

WorkSource Resume Bank

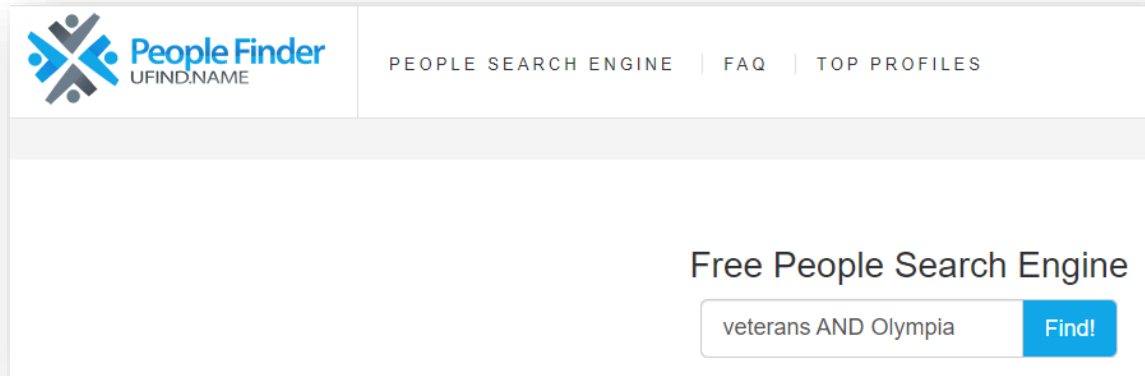
- Minimal filters
- No job title
- Within commute distance
- Keywords = nice to have
- Resumes updated = within 6 months

The screenshot displays the WorkSource Resume Bank interface. At the top, the WorkSource logo is visible, along with a user greeting "Hello, Jose Dominguez" and a "Sign Out" link. A navigation bar includes "Home", "Jobs", "Candidates", "Your account", and "Help". Below this, there are links for "Search resumes", "Manage candidates", and "Saved searches".

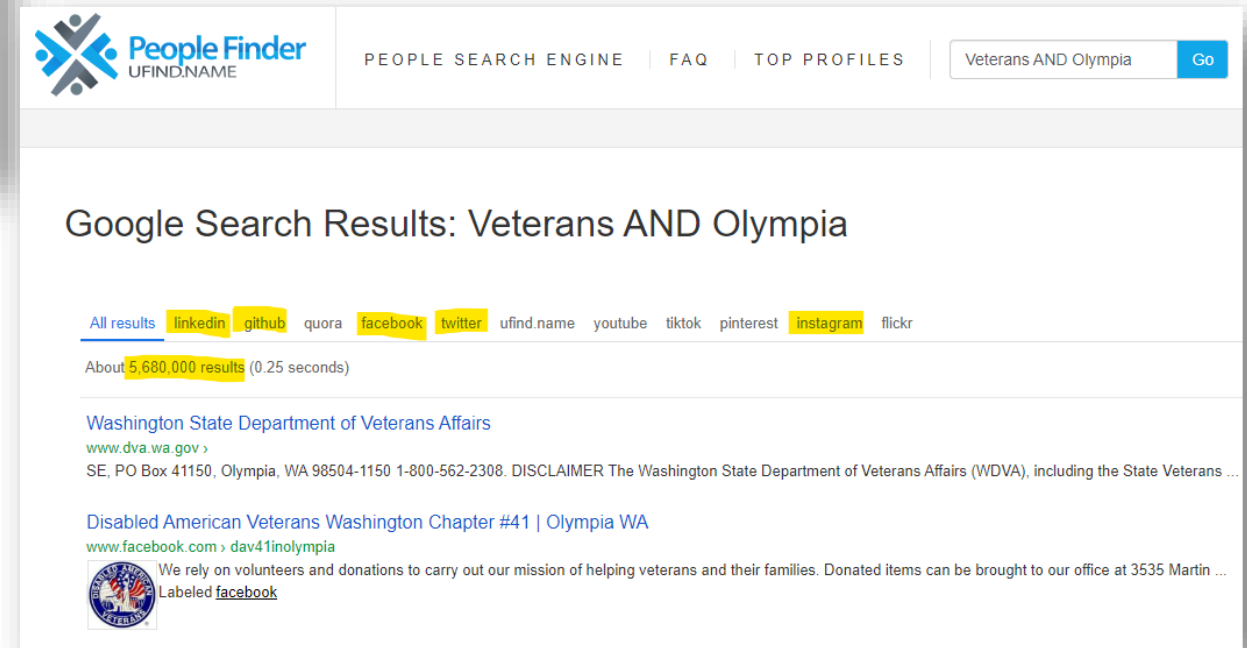
The main section is titled "Talent search" and shows "Search results (1-20 of 1000 Candidates)". It includes a search criteria sidebar on the left and a list of candidate profiles on the right. The sidebar has sections for "Source" (WorkSource candidates selected), "Job title", "Years of experience", "Location" (Ellensburg, WA, within a 50-mile radius), "Skills/Keywords" (Plumbing), and "Resumes updated" (within 6 months). There are also buttons for "Advanced search", "Save this search", and "New Search".

The candidate list shows three profiles, each with a 9.2 match score and a "Viewed" status. The first candidate is a Maintenance Director in Wenatchee, WA, with 35.9 years of experience and a resume updated 5 months ago. The second is a Maintenance Technician in Sunnyside, WA, with 14.7 years of experience and a resume updated 2 months ago. The third is a Custodian in Yakima, WA, with 22.8 years of experience and a resume updated 5 days ago. Each profile includes details on top skills, experience, authorization, desired salary, and relocation source.

Sourcing on People Finder



- People search directory
- Test key words



Sourcing on Facebook



CWU Central Washington University

WE ARE HIRING!

LICENSED PL01 COMMERCIAL / INDUSTRIAL WORKING PLUMBER (2 OPEN POSITIONS)
(Plumber/Pipefitter/Steamfitter)




- Salary: \$72,552 - \$84,192 annually plus the awesome CWU benefits
- Screening Begins: Immediately and open until filled
- Job Type: Full-time
- Location: Ellensburg, Washington

For complete information and to apply online at careers.cwu.edu, please scan this QR Code:



CWU is an EEO/AA/Title IX/Veteran/Disability Employer

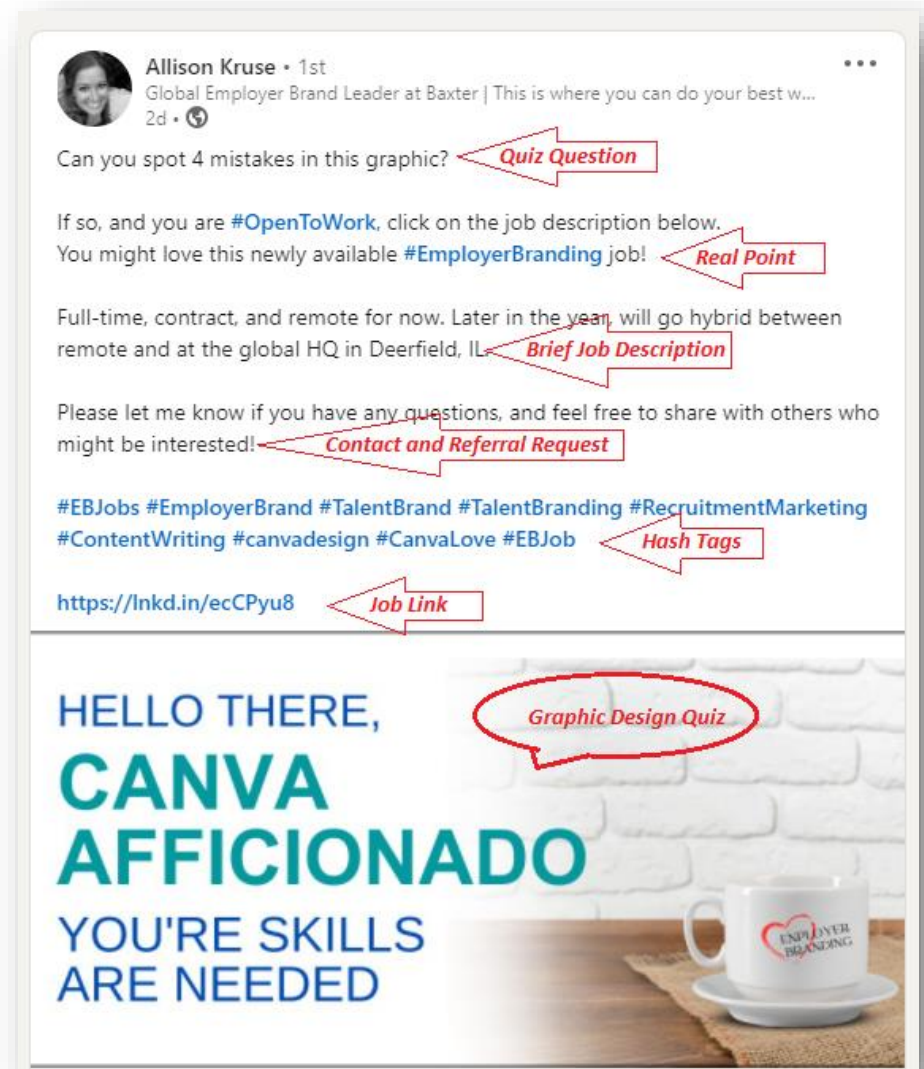
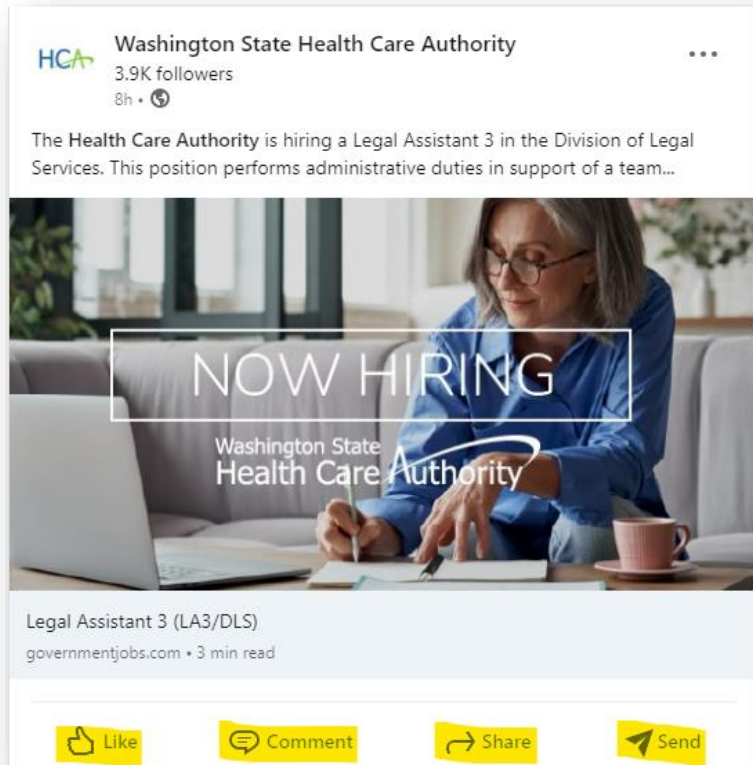
Groups

-  **Ellensburg & Kittitas County Works!**
Private · 7.4K members [Join](#)
Kittitas County, WA. This page is about getting a job! Matching willing workers with open positions. Not only in Ellensburg — all of Kittitas county. This page is not to promote...
-  **Eburg Job & Employee Search**
Public · 2.4K members · 8 posts a month [Join](#)
This group is meant to help connect Ellensburg residents to more job opportunities and more employer opportunities!
-  **Ellensburg Connect**
Private · 10K members · 10+ posts a day [Join](#)
A group for the Ellensburg community to come together! Please note we do not allow any political posts/hate speech Not affiliated with "ellensburg connected not"

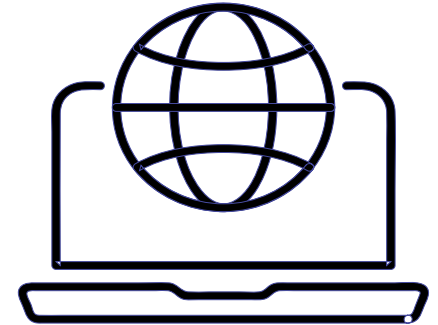
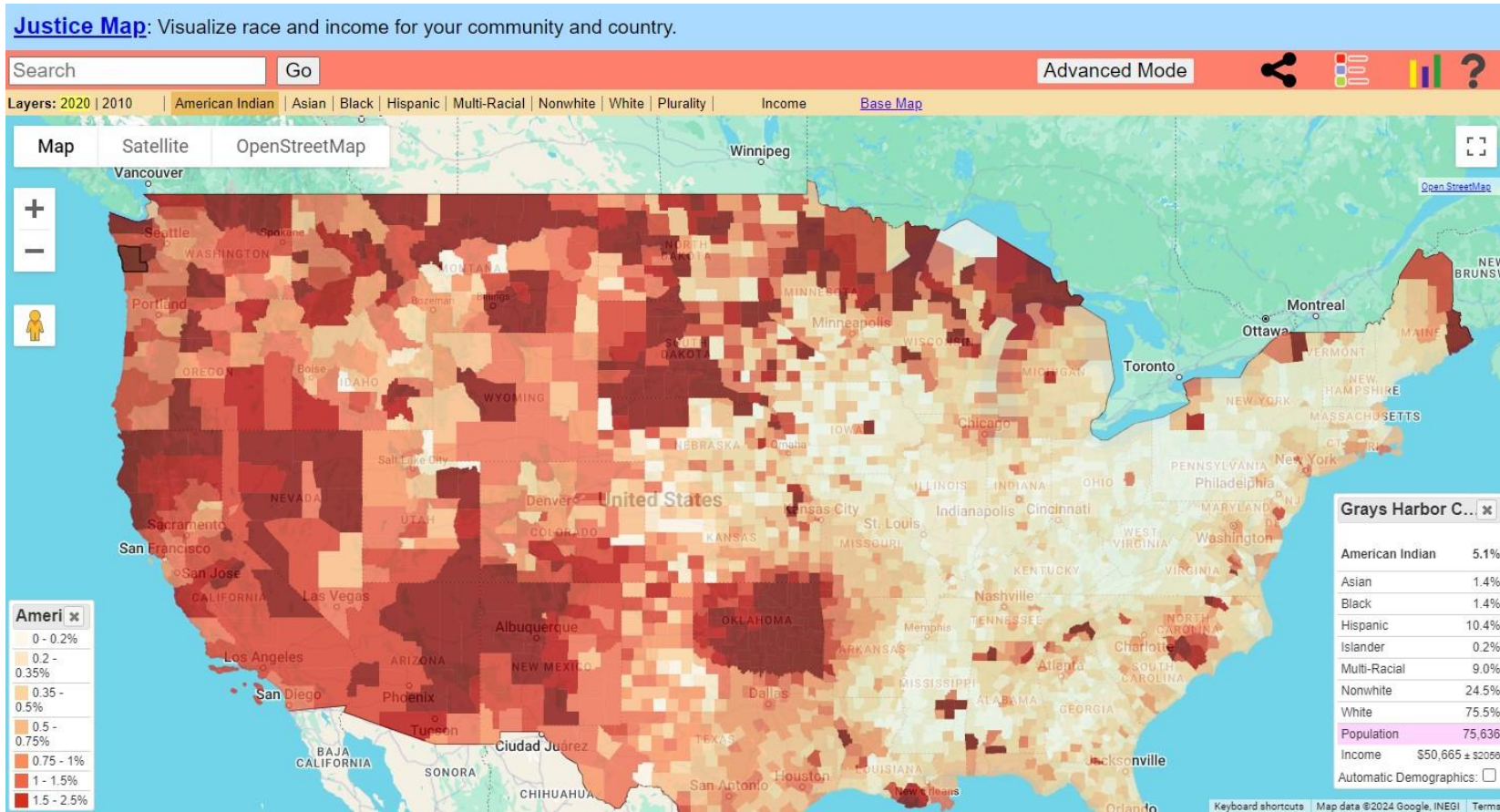
[See more](#)

- Groups | Marketplace | Posts | Fan/ Business Page

Posting on LinkedIn



Justice Map



Hispanic Serving Institutions of Higher Learning

State or jurisdiction and institution	Level and control\1\	Enrollment, fall 2022						Degrees awarded to Hispanic students, 2021-22		
		Total, all enrollment\2,3\	U.S. citizens and permanent residents only				Hispanic postbaccalaureate	Associate's	Bachelor's	Master's
			Total\3\	Hispanic\3\	Percent Hispanic\4\	Hispanic undergraduate				
Washington										
Big Bend Community College	1	1,736	1,735	826	47.6	826	0	181	0	0
Columbia Basin College	1	6,192	6,183	2,848	46.1	2,848	0	535	54	0
Heritage University	3	853	852	617	72.4	602	15	3	152	20
Walla Walla Community College	1	2,662	2,654	767	28.9	767	0	138	4	0
Wenatchee Valley College	1	2,529	2,528	1,142	45.2	1,142	0	281	6	0
Yakima Valley College	1	3,279	3,268	2,005	61.4	2,005	0	369	50	0

Heritage University

The screenshot shows the Heritage University Career Services page. At the top is a dark blue navigation bar with the Heritage University logo on the left and menu items: ADMISSIONS, ACADEMIC PATHS, STUDENT LIFE, OUR COMMUNITY, LOCATIONS, MORE (with a hamburger menu icon), and a search icon. Below this is a secondary navigation bar with buttons for PRESIDENTIAL SEARCH, VISIT, APPLY, CONTACT, and GIVE. The main heading is "Career Services". A breadcrumb trail reads "University Home > Student Resources > Career Services". On the left is a "Student Resources" sidebar with links for "Student Resources Overview" and "Academic Advising". The main content area features the heading "Helping You Every Step of the Way" above a photograph of four young women smiling and talking outdoors. To the right is a "Contact Us" section with the following information: "Career Services", "Monday - Friday 8:00 AM - 8:00 PM", "Phone: (509) 865-0411", and "Email: careerservices@heritage.edu".

Basic Boolean Sourcing

- Use Keywords and Boolean operators: AND, OR, NOT, “quotes”, and (parenthesis)
- Create syntax to find professional candidate names, qualifications, and contact information
- X-Ray search allows you to search sites for information
- Find information to help you find candidates (conferences, memberships, attendee lists, directories, etc.)
- Test variations of a search string for different results
- Natural language, search images, find documents, and associations

Keywords

Job titles
Skills
Certifications
Licenses
Degrees
Companies
DEI terms
Trades
Industries
Phrases or natural language
Icons
Tech Schools
Employee Resource Groups

Colleges
Associations
Awards
City
State
County
Country
Languages
Social media
Zip code
Area code
Accomplishments
Hobbies

Military branch
Veteran status
Conferences
Events
Nonprofits
Volunteerism
Clubs
Hashtags
LinkedIn groups
Resume
CV
Boards/Committees
Employment status

Basic Boolean Operators

Keywords **Words relevant to job** Skills Certifications Job Titles

AND Nurse **AND** ER HR **AND** SPHR Mechanic **AND** Diesel

OR | Resume **OR** CV CPA **OR** Accountant BSW | MSW

NOT -job -apply -sample -submit -example -post

“ “ **exact keywords or phrase** “human resources” “Tacoma, WA” “java engineer”

() **group parts of complex expressions**

(RN **OR** Nurse **OR** “Registered Nurse”) **AND** (Hospital **OR** Clinic **OR** ER)

Filetype **Type of document you are seeking** .pdf .doc .xlsx

Site **Website you are x-raying** **site:website.com**

Boolean Search String Examples

- [site:zoominfo.com accountant AND Yakima](#)
- [association plumbing services site:org "local chapters"](#)
- [Diversity associations in "washington state"](#)
- [site:www.linkedin.com/in/ \(RN OR ADN OR "registered nurse"\) "Olympia, washington"](#)
- [site:www.facebook.com "plumber" "ellensburg, wa"](#)
- [electricians labor unions in washington](#)
- [layoffs AND "washington state" 2024](#)

Use Chrome



Alternative Candidate Sources

Company	Location	Layoff Start Date	# of Workers	Closure Layoff	Type of Layoff	Received Date
Synchronous LLC dba First Mode	Seattle, Centralia	8/5/2024	65	Layoff	Permanent	8/5/2024
SunPower Corporation	Bellevue	9/24/2024	96	Closure	Permanent	7/29/2024
Homegrown Partners LLC	King County	9/15/2024	158	Closure	Permanent	7/18/2024
Providence Sacred Heart Medical Center	Spokane	9/7/2024	50	Closure	Permanent	7/9/2024
McKinley Paper Company	Port Angeles	8/25/2024	190	Layoff	Permanent	6/25/2024
Ardagh Glass Inc.	Seattle	7/1/2024	244	Layoff	Temporary	6/17/2024
Superior Tire Service, Inc.	Auburn	6/28/2024	2	Layoff	Temporary	6/12/2024
Amazon	Tukwila	8/1/2024	172	Closure	Permanent	5/31/2024
Prestige Care, Inc.	Vancouver	8/1/2024	150	Layoff	Permanent	5/31/2024
New Columbia Fruit Packers, LLC	Yakima	8/16/2024	216	Closure	Permanent	5/31/2024
Expedia, Inc.	Seattle	8/1/2024	36	Layoff	Permanent	5/29/2024
Obvio Health USA, Inc.	Seattle	7/17/2024	51	Layoff	Permanent	5/24/2024

Layoff Trackers

- <https://www.trueup.io/layoffs>
- <https://parachutelist.com/>
- <https://news.crunchbase.com/startups/tech-layoffs/>
- <https://www.warntacker.com/#faq>

- Google these companies and search news about layoffs



Questions?

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