



Office of Financial Management

Better information. Better decisions. Better government. Better Washington.

For state agencies to be competitive in attracting talent, recruitment practices must address the expectations of the current labor market. Furthermore, we must invest in our current employees to retain the talent.

Recognizing the challenges to attract talent during what is already known as the Great Resignation, the Workforce Strategies Section, SHR has partnered with Jose Dominguez (HCA) to bring a two-part Lunch & Learn series to HR professionals.

The series focuses on recruiting during the Great Resignation providing attendees with tools and tricks of the trade when it comes to finding and talking to candidates, building community partnerships, sourcing, improving the candidate experience, and most importantly hiring candidates.

Recruiting through the Great Resignation: Best Practices from Private Sector Recruiting Series

Part one, November 23, 2021 12:00 PM – 1:00 PM PT. – [Registration](#)

Part two, December 7, 2021 12:00 PM – 1:00 PM PT. – [Registration](#)

*Bring your questions and find answers to your recruiting questions.

Jose Dominguez has over 20 years of public service experience in human resources, recruitment, career services in higher education and state agencies. He was the former Student Employment Director at the Evergreen State College, Career Center Director at South Puget Sound Community College, and Recruitment Administrator for Washington State Dept. of Social and Health Services. More recently, he was a Senior Human Resource Analyst and Recruiter for King County Transit, Senior Talent Advisor for MultiCare, a healthcare system with ten hospitals and over 165 clinics in Washington, and now Recruiter Supervisor for WA State Health Care Authority. He has a Master's in Public Administration and SPHR and SHRM-SCP certified. He is a U.S. Army veteran who understands the civilian job search challenges of transitioning military, veterans and family members.

"This is not a passive effort. Recruiters will need to take action in the war for talent. That, means, when the job is posted the real work begins."

Jose Dominguez, HCA

HR Consultant 4

Resources for state agencies

Articles

- [Building a Diverse Talent Pipeline: 6 Meaningful Steps Every Company Can Take](#)
- [Building a Diverse Workplace](#)
- [Five proven ways to attract and hire more diverse talent](#)
- [How Leaders Should Recruit and Retain Talent During 2022](#)
- [Why Did Labor Force Participation Rate Decline When the Economy Was Good?](#)
- [7 Actionable Tips for Building a Diverse Candidate Pool](#)
- [10 Smart Recruiting Strategies for Reaching a Truly Diverse Talent Pool](#)
- [15 Great Tips for Attracting a More Diverse Talent Pool](#)
- [16 Effective Strategies for Building a Reliable Talent Pipeline](#)
- [24 Companies with Standout – And Effective – Diversity Recruiting Strategies](#)

Toolkit

- [A toolkit for Recruiting and Hiring a More Diverse Workforce](#)

PowerPoint Presentations

- [Hiring for Diversity – University of Portland](#)

Videos

- [Equity in Hiring: Building a Diverse Talent Pipeline](#)
- [SBJ All In: Building a Diverse Talent Pipeline](#)

OFM SHR Resources

- [Diversity Organizations Resource List](#)
 - Diversity Recruitment Organizations
 - Diversity Recruiting Sources
 - African American Organizations
 - Asian American Associations
 - Hispanic American Associations

- Native American Organizations
- Women’s Organizations
- LGBTQ Organizations
- General Online Networks
- Disability Organizations
- Military Veteran Sites
- Websites Specializing in Openings in the Nonprofit Environment

Webinars

How to Meet Your Veteran Diversity Goals (without even trying) Tuesday November 9, 2021 12:00 PM – 12:30PM PT. – [Registration](#)

*Can't attend live? Register anyway and receive the webinar recording the next day.

Turn Trends into Action and Transform Your Talent Operations Wednesday November 10, 2021 9:00 AM – 10:00 AM PT – [Registration](#)

Job Seeker Perspectives 2021: Closing the Talent Gap Wednesday November 10, 2021 10:00 AM – 11:00 AM PT. – [Registration](#)

How to Build a Data-Driven HR and Recruitment Strategy, Tuesday November 16, 2021 9:00 AM PT. - [Registration](#)

Cultivate a Diverse, Equitable, Inclusive Workforce: How to Build an Equitable Hiring Process, Tuesday November 16, 2021 (Choose your preferred time). – [Registration](#)

Reports/ Guides



2021-state-of-remote-work-employer-survey-report.pdf

The 2021 State of Remote Work Employer Survey Report



NEOGOV-7-Must-Haves-Diverse-Candidates.pdf

NEOGOV – 7 Must-Haves for a Robust Outreach Strategy That Attracts Diverse Candidates



A Guide To Recruiting at Hispanic-Serving Institutions.pdf

A guide to Recruiting at Hispanic-Serving Institutions



8-Pillars-DEI-eBook-Aug2021.pdf

8 Pillars of Diversity, Equity, and Inclusion

 <p>Lever-State-of-DEI-Report-08-2021-Final</p>	<p>The State of Diversity, Equity, and Inclusion Efforts: Progress, Priorities, and Opportunities</p>
 <p>DEI-Essential-Guide-08-2021-Final.pdf</p>	<p>The Essential Guide to Diversity, Equity and Inclusion</p>
 <p>Criteria_eBook_2021BenchmarkReport.pdf</p>	<p>Hiring Benchmark Report</p>
 <p>_hr-today_trends-and-forecasting_research</p>	<p>Harnessing the Resignation Tsunami</p>
 <p>Diversity Sourcing Resource List_11122</p>	<p>Fred Davis WSECU Diversity Sourcing Resource List Draft</p>