

Week 6

Issues in Recruiting a More Diverse Workforce

- Single parents
 - Providing work schedule flexibility.
- Older workers
 - Revising policies that make it difficult or unattractive for older workers to remain employed.
- Recruiting minorities and women
 - Understanding recruitment barriers.
 - Formulating recruitment plans.
 - Instituting specific day-to-day programs.

Issues in Recruiting a More Diverse Workforce (cont'd)

- Welfare-to-work
 - Developing pre-training programs to overcome difficulties in hiring and assimilating persons previously on welfare.
- The disabled
 - Developing resources and policies to recruit and integrate disabled persons into the workforce.

Developing and Using Application Forms

- Application form
 - The form that provides information on education, prior work record, and skills.
- Uses of information from applications
 - Judgments about the applicant's educational and experience qualifications
 - Conclusions about the applicant's previous progress and growth
 - Indications of the applicant's employment stability
 - Predictions about which candidate is likely to succeed on the job