

Objective: Recruitment

Goal 1: Implement a minimum of 1 recruitment activity to increase local, regional and national awareness of SC NRCS career opportunities and assist in the recruitment of a well qualified diverse federal work force.

*Action:* Participate in recruitment activities; attend one college job fair in SC

*Date Begin/End:* 10/06-09/2010

*Responsibility:* HR/ APIM

*Action:* Network with students in other states, broadcast open positions

*Date Begin/End:* 10/06-09/2010

*Responsibility:* HR/ APIM

Objective: Retention

Goal 2: Implement strategies that will address retention and promote career enhancement opportunities

*Action:* Be part of welcoming to new employees

*Date Begin/End:* 10/08 – 09/2010

*Responsibility:* APIM/ CRAC/ HR

*Action:* Work with CRAC and state leadership to develop an effective mentoring structure for new and existing employees

*Date Begin/End:* 10/08 – 09/2010

*Responsibility:* APIM

Objective: Promotion Opportunities

Goal 3: Assist employees with promotional opportunities

*Action:* Make sure new employees are aware of promotion opportunities; distribute vacancy announcements

*Date Begin/End:* 10/08 – 09/2010

*Responsibility:* APIM/ HR

*Action:* Ensure that Asian Americans and Pacific Islanders are nominated for awards as warranted.

*Date Begin/End:* 10/08 – 09/2010

*Responsibility:* APIM/ ASTC-O

Objective: Training

Goal 4: Provide training opportunities to Asian Pacific Islander Employees.

*Action:* Attend APIO/SEPM Conference in Kansas City

*Date Begin/End:* March 15-20, 2010  
*Responsibility:* APIM

*Action:* Complete mandatory EEO and CR training annually, including AgLearn and NEDC courses

*Date Begin/End:* 10/08 – 09/2010  
*Responsibility:* APIM

Objective: Outreach

Goal 5: Increase awareness of NRCS programs and keep employees informed about Asian Pacific Islander issues.

*Action:* Organize and promote activities to celebrate APIO month (May)

*Date Begin/End:* 05/09 – 06/2010  
*Responsibility:* APIM

*Action:* Write an article for Current Developments re: APIO issues

*Date Begin/End:* 10/08 – 09/2010  
*Responsibility:* APIM

*Action:* Assist with one State civil rights review

*Date Begin/End:* 10/08 – 09/2010  
*Responsibility:* APIM/CRAC