

June 1, 2017 - May 31, 2018
PRONG 3 LONGER-TERM RECRUITMENT INITIATIVES IMPLEMENTED DURING PREVIOUS YEAR

No.	Initiative	Date	Description	Scope of Involvement	Personnel Involved
1.	Intern Program at WVTF	June, July, August 2017	WVTF offers intern opportunities to students at Educational Institutions in the area. Also, WVTF participates in the Virginia association of Broadcasters (VAB) summer intern program.	WVTF solicited for applicants to the VAB Intern Program via on-air and VAB notices to area colleges and universities. We placed one (1) intern June 1, 2017-August 31, 2017.	WVTF STAFF: General Manager, Program Director, News Director-- INTERN: One student from Virginia Tech.
2.	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	June 1, 2017-May 31, 2018	WVTF encourages employees to enhance their workplace skills through training sessions and workshops that may qualify them for advanced positions should they become available. (a) Virginia Tech offers programs to enhance business and managerial skills and these programs are available for WVTF employees. These training opportunities help personnel achieve skills needed to apply for higher level positions if they become available. (b) Public Radio professional organizations hold annual conferences and meetings that offer programs and workshops to advance employee skill levels.	WVTF encouraged employees to participate in training and job advancement programs.	a) Chief Engineer, Assistant Engineer-- Public Radio Engineering Conference & NAB Conference, April 2018. (b) Director of Development--Public Radio Marketing and Development Conference, July 2017. c) Office/Business Manager-- Graduate Program at Virginia Tech: Management of Accounting and Information Systems
3.	WVTF listed upper-level and full-time job openings in job banks and newsletters read by women and minorities.	Spring 2017	WVTF listed upper-level and job openings in job banks and newsletters read by women and minorities. Included trade groups whose membership includes substantial participation of women and minorities.	The station hired two (2) full-time staff members during the period June 1, 2017-May 31, 2018-- Hire Dates 6/1/2017 and 6/5/2017. See full listing of recruitment sources for these vacancies.	WVTF Staff: General Manager, News Director, Program Director
4.	WVTF provided training to its management level and subordinate personnel regarding the methods of ensuring equal employment opportunities and preventing discrimination at WVTF.	Summer 2017, Winter 2018	WVTF management personnel and other staff members who may serve on search committees for job openings at the station are given extensive training in EEO policies and procedures by expert trainers from Virginia Tech's Department of Human Resources.	Sessions Conducted this term: 1.) SEARCH CHARGE TRAINING 2/23/2018 2.) TITLE IX TRAINING 6/22/2017 3.) DIVERSITY TRAINING 2/20/2018	WVTF Staff: General Manager, News Director, Program Director, and Virginia Tech Department of Human Resources personnel. Hired: Reporter as Richmond VA Bureau Chief