RECRUITMENT PLAN[1]

GLOBAL FRAMEWORK

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Evaluation of Past Actions

During the initial stages of recruitment, multiple strategies have been tested and implemented. Below is a summary of the key actions carried out:

1. **Educational Institution Partnerships** – Collaborating with school representatives to prevent student dropout and facilitate career pathways.
2. **Social Organization Networks** – Partnering with community groups and NGOs to identify potential job seekers.
3. **Collaboration with Non-Social Organizations** – Engaging with institutions indirectly related to employment, such as youth clubs and activity centers.
4. **Public Employment Services** – Coordinating with labor offices to access candidates actively seeking employment.
5. **Career Counselors and Social Workers** – Working with professionals providing direct support to marginalized job seekers.
6. **Digital Outreach** – Utilizing social media, job portals, and online forums to connect with job seekers.
7. **Professional and Personal Networks** – Leveraging referrals and industry connections to identify potential candidates.
8. **Instant Messaging Groups** – Using platforms like WhatsApp and Telegram for direct communication with job seekers.
9. **Employment Collaboration Networks** – Engaging in multi-stakeholder partnerships to coordinate job placement efforts.

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Adapting Strategies from International Practices

Based on insights from international collaborations, additional strategies have been identified to enhance recruitment success:

- **Video Marketing for Outreach** – Utilizing short videos on social platforms to engage job seekers visually.
- **Non-Traditional Recruitment Locations** – Exploring alternative venues such as gyms, public transport hubs, and community centers to reach potential candidates.
- **Participation in Local Events** – Engaging in non-employment-related activities where young people gather, such as sports tournaments or cultural events.
- **Municipal Collaboration** – Strengthening cooperation with local authorities to enhance outreach efforts.
- **Consistent Follow-Ups** – Implementing a structured approach for maintaining communication with potential candidates and partners.

New Strategies for Future Recruitment

1. **Corporate Partnerships for Workforce Development** – Establishing partnerships with companies to facilitate structured job placements and on-the-job training programs.
2. **Cross-Project Collaboration** – Integrating employment-focused initiatives with educational and social support programs.
3. **Expanding Outreach to Underrepresented Groups** – Including individuals with disabilities, migrant workers, and those outside traditional job-seeking networks.
4. **Community-Based Employment Programs** – Encouraging peer-to-peer mentoring and localized job insertion initiatives.
5. **Strategic Use of Media and Press** – Engaging with local and international media to promote recruitment programs and highlight success stories.
6. **Employment Success Role Models** – Showcasing individuals who have successfully transitioned into stable employment as motivation for new job seekers.
7. **Scalability to Other Regions** – Mapping out expansion strategies to apply these recruitment methodologies in diverse geographic and economic contexts.

By implementing these refined recruitment strategies, organizations can enhance labor market integration efforts and ensure a more inclusive approach to job placement.

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