

Innovative approaches to recruitment.  
Modern recruitment strategies: leveraging  
technology, social media, and partnerships.  
Successful recruitment initiatives

Maryland Judiciary Human Resources Division

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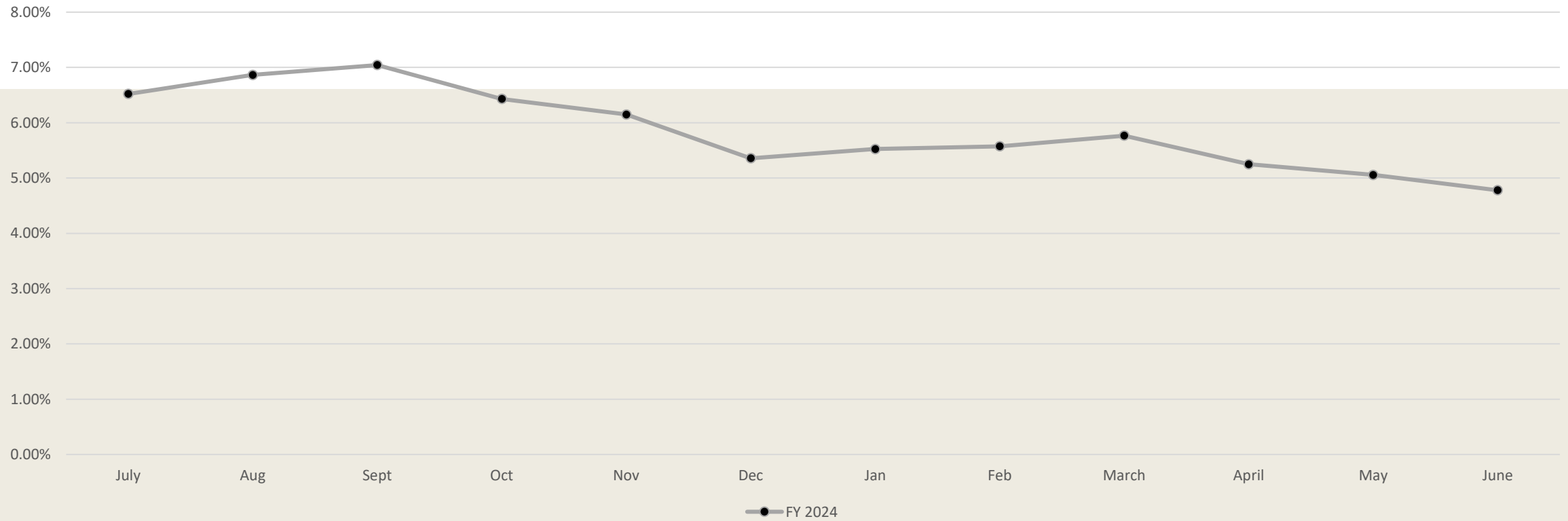
February 5, 2025





# Vacancy Rate for Maryland Judiciary | July 1, 2023- June 30, 2024

Vacancy Rate FY 2024



# Identify the Problems and Analyze

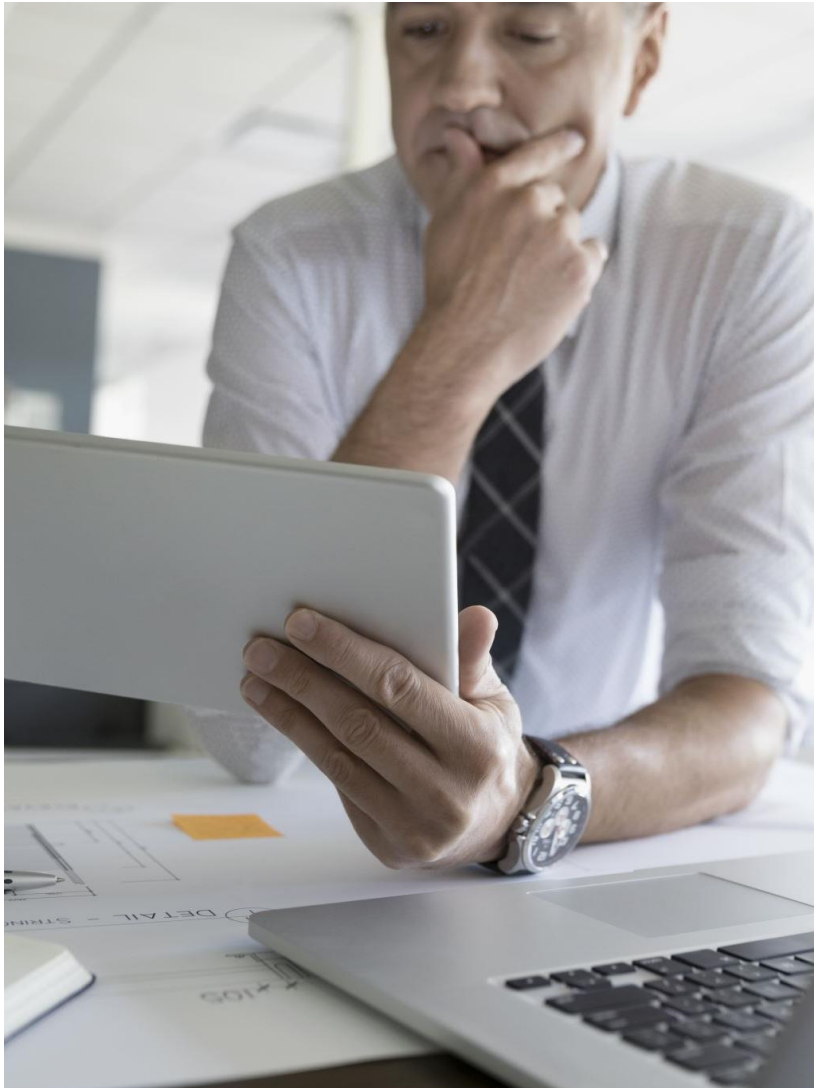
Recruitment  
and Hiring  
Challenges

Turnover  
Rates

Minimum  
Qualifications  
for Positions

Flexible Work  
Options





## Development of Strategy

### Social Media and Social Networks

- Develop a consistent social media strategy
- Content Sharing Initiative
- Post Job Opportunities
- Connect with prospective candidates
- Highlight Employee of the Week

### Advertisement

- Identify Sources that may Advertise for Free
- Local Universities and Community Colleges
- Professional Organizations



# Development of Strategy

## Internal Communications

- Post “Hot Jobs” in Job Announcements (Two-week interval)
- Send Monthly Job Board throughout Maryland Judiciary

## External Outreach

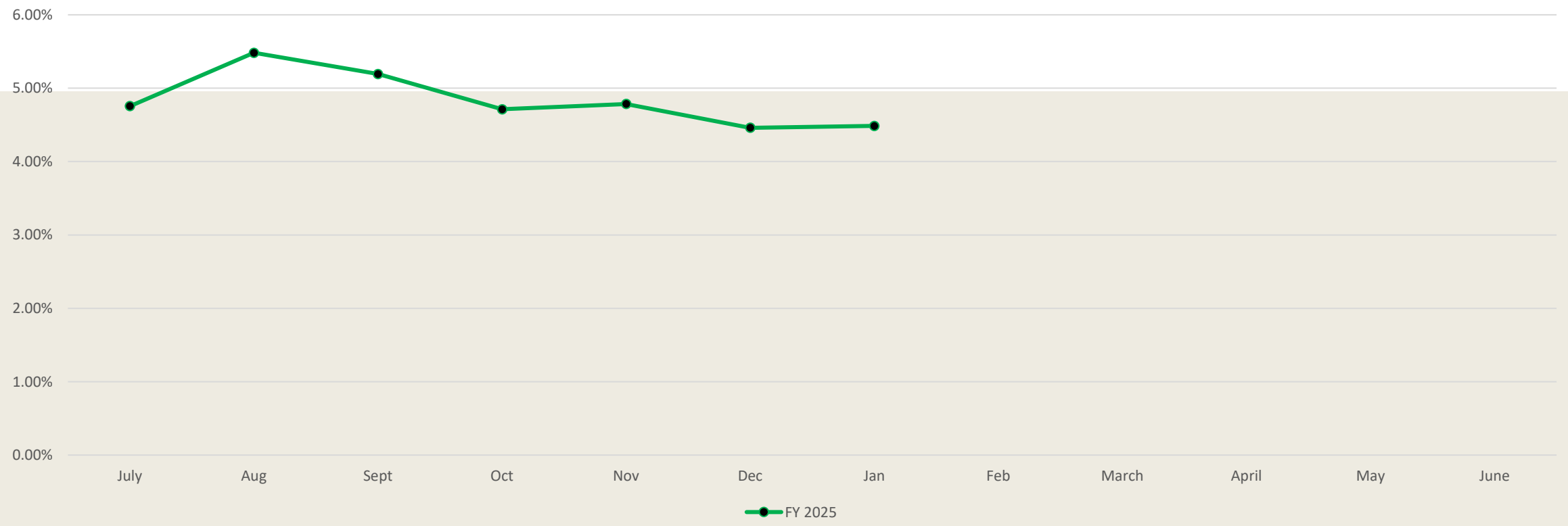
- Network Events
- Career Fairs





# Vacancy Rate for Maryland Judiciary| July 1, 2024 - Present

Vacancy Rate FY 2024-2025



# Innovative Strategies for Consideration

- Targeted Recruitment Approach
  - Consider what positions are needed and how to engage
  - Community Leaders
  - External Job Boards to Advertise
  - Use of Social Network or Social Media
  - SMS Messaging to inform potential candidates about job opportunities
- A secure recruitment center
  - Conduct Career Fairs (Virtually and In-Person)
  - Online Applicant Portal
- Offer On-the-Job Training within the Job Announcement





# KEY POINTS FOR CONSIDERATION

- Identify Key positions
- Identify Free job boards
- Develop a consistent strategy using technology
- Contact justice partners or other organizations to assist in recruitment initiatives





THANK YOU