

## EEO PUBLIC FILE REPORT

## "Prong 3"

## New Mexico PBS Long Term Recruitment Initiatives

June 1, 2015 - May 31, 2016

No.	Description of Initiative	Scope of Employment Unit's Participation
1	<p><b><u>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</u></b> The establishment of an internship program was developed by New Mexico PBS by recruiting local area college students as part-time employees. As student employees, they acquire skills in broadcasting by receiving specific training in various station operations. In many instances following graduation, students that have remained as employees during their academic years become either a mainstay of New Mexico PBS or plan on moving to other broadcasting organizations.</p>	<p>New Mexico PBS exposes students to the broadcasting environment and provides real-life on-the-job training to potential students in their field. New Mexico PBS has 17 students from June 1, 2015 through May 31, 2016.</p>
2	<p><b><u>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</u></b> According to UNM University Business Policies and Procedures Manual on Career Development (Policy #3260.3), station personnel are encouraged to participate in some form of career development which consist of continuous occupational and/or professional education and training to maintain expertise, and/or participate in the career ladder program to provide for planned progression within the same position.</p>	<p>New Mexico PBS personnel are capable of advancing in their careers. Personnel within different departments at New Mexico PBS attend classes at UNM and CNM. Also key personnel attend seminars and workshops to enhance their current positions.</p>
3	<p><b><u>Sponsorship of at least two events in the community designed to inform and educate members of the Public as to employment opportunities in broadcasting.</u></b> Mentoring programs are done through the Albuquerque Public School system conducted each year. New Mexico PBS provides positions for up to four high school students to work and train in television. During summer seasons, interested students from local area high schools are recruited and given the opportunity of acquiring skills in television broadcasting.</p>	<p>New Mexico PBS provides real-life on-the-job training to high school students. Bill Pinnell, Marketing and Communications conducted tours. January 14, 2015 SW Learning Center 54 8th Grade kids, Sat., February 21, 2015 20 Tiger Cubs, Troop 450, Fri., March 13, 2015 5 C&amp;J students from Texas A&amp;M in town for a work project, Fri., April 10, 2015 12 Girl Scouts, Tues., June 16, 2015 15 Precious Memories Daycare Summer Program, Tues., June 30, 2015 20 kids daycare summer program, Wed., July 22, 2015 ABQ Therapeutic Recreation Younger kids, Thurs., July 23, 2015 ABQ Therapeutic Recreation Older kids, Wed., September 23, 2015 25 home school kids, Fri., October 2, 2015 Rio Grande School, Santa Fe 18 media students, Tues., December 22, 2015 12 homeschoolers, Fri., January 22, 2016 Noah's Ark Childcare 20 K-1st grade kids, Thurs., January 21, 2016 Speaking event at Meadlowlark Senior Center, Rio Rancho 30 adults, Tues., January 12, 2016 At LBJ Middle School 50 high school media students, Wed., February 24, 2016 SW Learning Center 56 8th grade kids</p>
4	<p><b><u>Providing training to management level personnel on methods of ensuring equal employment opportunity and preventing discrimination.</u></b> All employees are required to take annual training with respect to preventing discrimination and sexual harassment in the workplace per University policy #2720: Equal Opportunity, Non-discrimination, and affirmative action.</p>	<p>New Mexico PBS management is in compliance with university policies regarding equal opportunity.</p>