

**City of Alexandria, Virginia
FY 2024 Proposed Operating Budget & CIP
Budget Questions & Answers**

April 14, 2023

Question: What could we do with more money for talent acquisition?

Response:

If the Department of Human Resources were given additional funding for Talent Acquisition, it would enable the Department to expand the reach of its advertising, increase the City's visibility as an Employer of Choice, and facilitate the development of partnerships locally within the DMV and across the wider region.

Specific examples are provided below:

- Career fairs and onsite information sessions at local/regional schools (high schools, technical and community colleges, universities) to build awareness of career opportunities in local government.
- Advertising on local radio stations such as WHUR-FM and WLZL – El Zol to enable direct outreach to diverse local audiences.
- Partnering with other City departments to bring career information into the community, for example hosting an informational table at Beatley Library to share opportunities.
- Expanding advertising on regional transit. Current supplemental funding allows for advertising on DASH, but other agencies (e.g. WMATA, Arlington Transit) could be utilized as well.