

Strategic Recruitment Plan (MPHC)

STEP 1: PLAN																																				
Action #1.1: Define the strategic goals	<table border="1"> <thead> <tr> <th></th> <th colspan="4">HIRING MILESTONES</th> </tr> <tr> <th></th> <th>2025</th> <th>2026</th> <th>2027</th> <th>2028</th> </tr> </thead> <tbody> <tr> <td>Targeted Number of Hires</td> <td>2600</td> <td>4015</td> <td>4015</td> <td>2600</td> </tr> <tr> <td>Actual Number of Hires</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Targeted Cumulative Number of Hires</td> <td>2600</td> <td>6615</td> <td>10630</td> <td>13230</td> </tr> <tr> <td>Actual Cumulative Number of Hires</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>					HIRING MILESTONES					2025	2026	2027	2028	Targeted Number of Hires	2600	4015	4015	2600	Actual Number of Hires					Targeted Cumulative Number of Hires	2600	6615	10630	13230	Actual Cumulative Number of Hires					OCCUPATIONAL SERIES: Enter occupational series	
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Action #1.2: Develop and finalize the recruitment budget	<table border="1"> <thead> <tr> <th>ACTIVITY</th> <th>BUDGET</th> </tr> </thead> <tbody> <tr> <td>Sourcing</td> <td>2,000,000</td> </tr> <tr> <td>Recruiting events</td> <td>3,500,000</td> </tr> <tr> <td>Employer branding</td> <td>4,000,000</td> </tr> <tr> <td>Technology</td> <td>3,000,000</td> </tr> <tr> <td>Total</td> <td>12,500,000.00</td> </tr> </tbody> </table>		ACTIVITY	BUDGET	Sourcing	2,000,000	Recruiting events	3,500,000	Employer branding	4,000,000	Technology	3,000,000	Total	12,500,000.00																						
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Action #1.3: Identify government-wide and agency-specific hiring authorities	Enter hiring authorities																																			
	<ul style="list-style-type: none"> • Niger State Civil Service Commission • Local Government Service Commission • Niger State Ministry of Local Government and Chieftaincy Affairs • Ministry of Primary Health Care 																																			
STEP 2: SOURCE																																				
ACTION #2.1: Identify talent sources based on desired knowledge, skills and abilities	Enter talent sources		Enter talent sources																																	
	<ul style="list-style-type: none"> • Niger State School of Nursing and Midwifery • Niger State School of Health Technology Minna and Tungan Magajiya 																																			

	<ul style="list-style-type: none"> • All Private schools of Nursing, midwifery and colleges of health science/technology • 																												
ACTION #2.2: Select the right sourcing technique	Enter sourcing technique <ul style="list-style-type: none"> • Job Advertisements (Newspapers (Local and National dailies), social media, Radio & TV) • Collaboration with Health Regulatory Bodies 																												
ACTION #2.3: Continuously monitor sourcing channel effectiveness	<table border="1"> <thead> <tr> <th data-bbox="562 440 931 480">KEY STRATEGIC METRIC</th> <th data-bbox="931 440 1211 480">Date</th> <th data-bbox="1211 440 1491 480">Date</th> <th data-bbox="1491 440 1771 480">Date</th> <th data-bbox="1771 440 2051 480">Date</th> </tr> </thead> <tbody> <tr> <td data-bbox="562 480 931 520">Applicant pool depth (n, %)</td> <td data-bbox="931 480 1211 520">20%</td> <td data-bbox="1211 480 1491 520">30%</td> <td data-bbox="1491 480 1771 520">30%</td> <td data-bbox="1771 480 2051 520">20%</td> </tr> <tr> <td data-bbox="562 520 931 560">Hires per source (n, %)</td> <td data-bbox="931 520 1211 560"></td> <td data-bbox="1211 520 1491 560"></td> <td data-bbox="1491 520 1771 560"></td> <td data-bbox="1771 520 2051 560"></td> </tr> <tr> <td data-bbox="562 560 931 600">Interviewees per source (n, %)</td> <td data-bbox="931 560 1211 600"></td> <td data-bbox="1211 560 1491 600"></td> <td data-bbox="1491 560 1771 600"></td> <td data-bbox="1771 560 2051 600"></td> </tr> <tr> <td data-bbox="562 600 931 639">Offers per source (n, %)</td> <td data-bbox="931 600 1211 639"></td> <td data-bbox="1211 600 1491 639"></td> <td data-bbox="1491 600 1771 639"></td> <td data-bbox="1771 600 2051 639"></td> </tr> </tbody> </table>				KEY STRATEGIC METRIC	Date	Date	Date	Date	Applicant pool depth (n, %)	20%	30%	30%	20%	Hires per source (n, %)					Interviewees per source (n, %)					Offers per source (n, %)				
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STEP 3: ATTRACT

	Date	Date	Date	Date
ACTION #3.1: Generate calendar of recruitment events	Enter recruitment events	Enter recruitment events	Enter recruitment events	Enter recruitment events

STEP 4: ENGAGE

ACTION #4.1: Recruiting Officers responsibilities	<ul style="list-style-type: none">• Conduct post-application surveys to assess recruitment efficiency.• Implement feedback mechanisms for interviewees.• Regularly review hiring timelines and candidate satisfaction reports.	
ACTION #4.2: Continuously monitor the candidate experience	<ul style="list-style-type: none">• Supportive Supervision and on the job training• Structured mentoring and coaching exercise	