

California Area IHS YRTC Recruiting - Update

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What is the California YRTC Recruitment Process in a Nutshell?

- Vacancy is posted at www.usajobs.gov and <https://www.ihs.gov/jobs/index.cfm?module=home>
- After the vacancy closes, hiring certificates of eligible candidates are produced. Those who make the hiring certificates are qualified for the position and meet all eligibility requirements
- Selecting official works the hiring certificate - reviews resumes, checks references, does interviews, recommends selection, etc.
- Area Director approves selection
- Person passes pre-employment fingerprinting
- Person is hired

41 Jobs Filled Thus Far:

California Area:

- Billing Specialist
- Contract Specialist
- HR Specialist
- Clinical Applications Coordinator
- Psychiatrist (contract)

Desert Sage:

- Health System Administrator
- Clinical Director
- Administrative Officer
- IT Specialist
- Nurse Supervisor
- Intake/Aftercare Coordinator (2)
- Practical Nurse (4)
- Supervisory Resident Assistant
- Clinical Nurse (3)

- Facility Operations Specialist
- SUD Counselor (3)
- Security Officer (contract)
- Custodial Worker (2)
- Administrative Support Assistant
- Food Service Worker
- Social Worker (3)
- Resident Assistants (8)
- Nurse Practitioner

**17 are Native American

Active Recruits for Desert Sage:

Resident Assistant

Supervisory Resident Assistant

Future Recruits for Desert Sage:

Maintenance Worker

Recreation Specialist/Cultural Coordinator

Psychiatric Technicians (3)

Food Service Worker (2)

Cook (2)

Supervisory Food Service Worker

Administrative Support Assistant

Background Investigations Issue

- All YRTC employees must meet the character requirements of Public Law 101-630, the Indian Child Protection and Family Violence Prevention Act (25 USC 3202), Section 408 where “You **must not** have been found guilty of, or entered a plea of nolo contendere or guilty to, any felonious offense, or any of two or more misdemeanor offenses, under federal, state, or tribal law involving crimes of violence; sexual assault, molestation, exploitation, contact or prostitution; crimes against persons; or offenses committed against children.”
- As such, a background investigation with a special “childcare clearance” must be procured for each YRTC employee.

Background Investigations Issue - Con't

- 9 employees at Desert Sage are cleared for childcare as of today. This means we must institute the chaperone process where a cleared employee must be with a non-cleared employee when children are in the custody of the non-cleared employee. We will need more than 9 employees cleared for a 24/7 facility and the investigations take time.
- To address this issue, we can detail cleared Commissioned Officers and OPM's National Background Investigations Bureau is expediting all the pending background investigations. When IHS HQs receive the cases from OPM, they are expediting as well.

Questions?