



## Recommended online job posting sites to increase diversity in applicant pools

This document was created to provide guidance to hiring managers to assist them with developing a recruiting strategy which may help to increase the diversity in the applicant pools. This is intended only to be a reference guide and it is recommended, by the LIGO Lab Diversity Committee, that the hiring manager coordinate directly with Caltech Employment Services to develop an individualized recruiting plan that best fits the job posting being advertised. This list is not meant to be mandatory, it is only meant to be a guide. The intent of the guidance is to ensure that the hiring manager is actively engaged, with Caltech Employment Services, in developing a plan that best serves to increase the diversity in our applicant pools. The LIGO Lab Diversity Committee acknowledges that due to potential budget constraints that there may not be budget available to post on every website. Since this is only guidance, the hiring manager is permitted to work with Caltech Employment Services on a plan that maximizes budget and the diversity of the applicant pool.

Caltech job openings are automatically advertised/posted below at no additional cost.

- Caltech Careers
- Job Elephant – advertises and posts Caltech job openings to Caltech required diversity websites (SoCal HERC + others)
- Indeed

**Optional online paid advertising sites to increase diversity AND/OR candidates in applicant pool. (\*Updated 02/2018)**

### LinkedIn

- **Cost:** \$425.00 (30-day job posting)
- Largest professional networking site with 500 million+ members

### Indeed Sponsored

- **Cost:** \$425.00 (30-day job posting)
- Sponsored job appears above all free listings in search results. Reaches more candidates through desktop, mobile, and job alerts.

### CareerBuilder

- **Cost:** \$325.00 (30-day job posting)
- Job posting website with 80M job applicants

### **\*PHYSICS/ASTRONOMY**

### American Indian Science and Engineering Society (AISES)

- [Click Here to Post Job](https://careers.aises.org/employer/pricing/) (<https://careers.aises.org/employer/pricing/>)
- Cost: \$195.00 (30-day job posting) or \$250.00 (60-day job posting)

- The American Indian Science and Engineering Society (AISES) is a national, nonprofit organization focused on substantially increasing the representation of American Indians, Alaska Natives, Native Hawaiians, Pacific Islanders, First Nations and other indigenous peoples of North America in science, technology, engineering and math (STEM) studies and careers.

#### Association for Women in Science (AWIS)

- [Click Here to Post Job](#)
- Cost: \$299.00 (30-day job posting) or \$579.00 (60-day job posting)
- AWIS is a global network that inspires bold leadership, research, and solutions that advance women in STEM, spark innovation, promote organizational success and drive systemic change.

#### National Society of Hispanic Physicists (NSHP)

- [Click Here to Post Job](#)
- Cost: Contact Directly for Cost
- The purpose of NSHP is to promote the professional well-being and recognize the accomplishments of Hispanic physicists within the scientific community of the United States and within our society at large.

#### National Society of Black Physicists (NSBP)

- [Click Here to Post Job](#)
- Cost: \$350.00 (30-day job posting) or \$600.00 (90-day job posting)
- NSBP is the largest and most recognizable organization devoted to the African-American physics community. We seek to develop and support efforts to increase opportunities for African Americans in physics.

#### Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS)

- [Click Here to Post Job](#)
- Cost: \$299.00 (30-day job posting) or \$598.00 (60-day job posting)
- SACNAS - Society for Advancement of Chicanos/Hispanics and Native Americans in Science- is an inclusive organization dedicated to fostering the success of Chicano/Hispanic and Native American scientists, from college students to professionals, in attaining advanced degrees, careers, and positions of leadership in STEM.

### **ENGINEERING**

#### National Society of Black Engineers (NSBE)

- [Click Here to Post Job](#)
- Cost: \$250.00 (30-day job posting) or \$500.00 (60-day job posting)
- National Society of Black Engineers (NSBE) is one of the largest student-governed

organizations based in the United States. NSBE, a 501(c)(3) nonprofit organization founded in 1975, supports and promotes the aspirations of collegiate and pre-collegiate students and technical professionals in engineering and technology.

### Society of Women Engineers (SWE)

- [Click Here to Post Job](#)
- Cost: \$199.00 (30-day job posting) or \$299.00 (60-day job posting)
- SWE has given women engineers a unique place and voice within the engineering industry. Our organization is centered around a passion for our members' success and continues to evolve with the challenges and opportunities reflected in today's exciting engineering and technology specialties.

### Great Minds in STEM (formally HENAAC)

- Does not have a job posting section anymore, but advertising or sponsoring their group is available if interested.
- [Website](#)
- Great Minds in STEM™ is the gateway for Hispanics in Science, Technology, Engineering and Mathematics (STEM). Established in 1989, as HENAAC, Great Minds in STEM™ is a non-profit organization that focuses on STEM educational awareness programs for students from kindergarten to career. Great Minds in STEM™ provides resources for recognition and recruitment of Hispanics in STEM on a national level, connecting multi-areas of engineering and science arenas to the general population.

### **Regional Job Boards**

#### State of CA Employment Development Department

- [Website](#)
- Caltech job postings are automatically posted on the CA Employment Development Department website.

#### Louisiana Workforce Commission

- [Click Here to Post Job](#)
- The Louisiana Workforce Commission is driving the development of a workforce that meets the current and future needs of YOUR business when it comes to helping YOU fill positions with qualified and skilled job seekers
- Great resource to post jobs in Louisiana location

#### WorkSource WA

- [Click Here to Post Job](#)
- WorkSource is a statewide partnership of state, local and nonprofit agencies that provides an array of employment and training services to job seekers and employers in Washington

- Great resource to post jobs located in WA

### Historically Black Colleges and Universities (HBCU)

- [Click Here to Post Job](#)
- Cost: pricing varies depending on which package is chosen. Rates can be requested on the pricing page.
- HBCU is associated with HBCU Connect, the largest online social network for Black college students and alumni. The site enables users to look for career opportunities, join networking groups, and much more.

### HACU Hispanic-Serving Institutions (HSIs)

- [Click Here to Post Job](#)
- Cost: \$150.00 (30-day job posting) or \$3,000.00 (Unlimited job postings p/yr)
- HACU represents more than 470 colleges and universities committed to Hispanic higher education success. HACU is the only national educational association that represents Hispanic-Serving Institutions (HSIs).