



**NEVADA STATE**  
UNIVERSITY

# **SOE Recruitment and Retention Initiatives**

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# The Tasks at Hand

**Goal:** Discuss SOE recruitment and retention initiatives.

**Approach:** Review strategies and highlight approaches.





**SOE**  
**Recruitment**  
**Efforts**

# Initiatives

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- **SOE Recruitment Committee**
- **High school college & career fairs**
- **High School and Junior high informational sessions**
- **Community college transfer events**
- **Community events and tabling**
- **NSU-SOE hosted job fairs**



# Initiatives



- **SOE Recruitment Committee**
  - **SOE Faculty, Staff and University Recruiting Representative**
  - **Meet monthly (review data, plan events)**



# Sample of Activities attended Fall 2025

Event Name	Host
College and Career Day	Bonanza High School
College and Career Fair	Cimarron-Memorial High School
Las Vegas Sun – Youth Forum	Cimarron-Memorial High School
Clark HS Gear Up	Clark High School
College and Career Fair	Bishop Gorman High School
College and Career Fair	Northwest Tech
College and Career Fair	Durango High School
College and Career Fair	Desert Oasis High School



# Initiatives



- **High school college & career fairs**
  - Coordinated with recruiting office
  - Attended by faculty
- **High School and Junior high informational sessions**
  - Invited by schools and presented by faculty



# Initiatives

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- **Community college transfer events**
  - College of Southern Nevada
  - Truckee Meadows
  - Western Nevada
- **Community events and tabling**
  - Attended by faculty
  - Building Nevada State University SOE Brand in Community



# Initiatives

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- **NSU-SOE Job Networking Event**
  - **Hosting Public and Charter Schools**
  - **Networking with current student teachers**
  - **Potential job placements**
  - **Interview practice and experience for students**



# Retention Efforts



# Initiatives

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- **Pre-program orientation**
- **In-program orientation**
- **Praxis preparation seminars**
- **Mock Praxis tests**
- **NEST Mentoring Program**
  - **Faculty and Peer support networks**
- **Student Engagement**
  - **Social media**





# Future Planning

- Professional Development aligned with district needs
  - Alternative Route Licensure Pathways
  - Creating apprenticeships pathways
  - Exploring and implementing residency models