**Video (2023-03-20 15:15 GMT-7) - Transcript**

# **Attendees**

Danny Fajardo, Tanya Maldonado

# **Transcript**

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Tanya Maldonado: It looks like it's okay. We're we're live. thank you so much for being willing to talk with the PCC students about Your experience about life at the county and…

Danny Fajardo: Hello.

Tanya Maldonado: how to find work and opportunities in the Department of Community Justice. So thank you for your time.

Danny Fajardo: No, you're welcome. Thank you for the opportunity to talk with you and and PCC students. I'm Danny Fajardo, I'm Human Resources analyst, recruiter with the Department of Community Justice. That's a part of Multnomah County. I use he him pronouns. And yeah, I'm happy to be here.

Tanya Maldonado: Thanks. Hey, you know, I just want to find out if you can tell us a little bit about what are the opportunities with the county. But I'm also really curious to find out what appeals to you about working for the county. And how did you get started? So I'm giving you a two edge question.

Danny Fajardo: Yeah. Well we have two well three divisions of the Department of Community Justice and the Department of Community Justice is one of the Multnomah County agencies, three divisions within the Department of Community Justice. There's the Adult Services Division, the Juvenile Services Division and the director's Office Division. Director's office is really more of an administrative, a division of the Dcj.

Danny Fajardo: Where we have research a team. We have a team finance and contracts accounts payable Human Resources is part of the director's office team, but the real like frontline work, the community facing work is from our Adult Services Division and our Juvenile Services Division. So within our Adult Services division, we have the main job classification in that group are parole and probation officers. So they work with clients just as involved individuals, that are our clients that have either been sentenced to probation or have been released on parole.

Danny Fajardo: And then and we have other job classifications within that department, that support the parole officers work. And then in our Juvenile Services Division, we have a Donald E, long juvenile, detention center that we operate and and we have juvenile court counselors that are the juvenile version of the parole and probation officer. They work with juveniles that are involved with the justice system that have been sentenced to probation. And and then all the positions that support the work of the detention Center and the juvenile court counselors. So those that's really the main work that we do. I would say,

Danny Fajardo: That, what what has drew me to Department of Community? Justice was the change that the ability to work with teams that really make a significant change in our community. We have, I hear stories all the time where we have affected people's lives individuals. Their families and the communities that they live in through the work that we do. And usually, in a positive change, it's really great work that our folks do.

Danny Fajardo: It's government work. So we don't really nobody's getting rich doing this kind of work. But what you find is that there are a lot of people that are that are very passionate and committed to the causes that they're working in whether it be juvenile or adult services and a lot of times they may have lived experience. Some sort of connection to the client groups that we work with that, have inspired them and motivated them to get into this line of work. That's, that's really a strong part of our culture.

Tanya Maldonado: So I had a question about how would a student kind of launched? Like, What are some of the opportunities? We've talked a little bit about the job titles but how can a student get involved as part of their career development?

Danny Fajardo: Well, there's a couple of different ways that a student can get involved. First of all, I don't, you know, most people that I know including myself worked as we were going through college to help pay for college. Getting a part-time job with DCJ is one way to get your foot in the door and to be gaining experiences while you're in, school are adult services division has a job classification called corrections technician and we do have corrections technician part-time, corrections technician positions available. We also have some office assistant positions that in our juvenile services and adult services division part-time positions that come up periodically. Usually there are those positions are full-time but we do have some part-time positions. Every once in a while those are some good foot in the door. If

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Tanya Maldonado: You.

Danny Fajardo: Haven't received your degree yet some good foot in the door positions that while you're a student we also have summer internship opportunities through our college to County Program College to county is a very robust summer internship program for college students. We accept applications through the month of March. So if you're viewing this in the month of March check out our website for those job listings. This year, we are offering over 70 college to county internships, for the entire county within the Department of Community Justice. We're offering seven of them. These are really great way to get a full-time work experience.

Danny Fajardo: Exposure to the type of work that we do in the Department of Community Justice. We will have internships in our director's office will have internships in our adult services and our juvenile services division as well. Those are all paid internships. And they look really great on your resume not to mention that if I've seen this happen so many times, so I think I can mention it and feel good about it. I've seen successful summer interns. Convert that internship into a part-time position while they're going to school. So you come in in June for your summer internship. You do an amazing job over the summer.

Danny Fajardo: And your manager will come to you at the end of the summer and go. How would you feel like a part-time position doing a part-time position with us during the school year? So I've seen that happen so many times that I think that that's and definite opportunity for most of our college to county interns It's a foot in the door for for, for summer internship but it's a foot in the door for something bigger, possibly as well.

Tanya Maldonado: So, if someone should miss this window, Just happens. They see in April and seat. Next December, are there other internships with the county with dcj and how does someone navigate finding out about that?

Danny Fajardo: We have.

Danny Fajardo: Unpaid. So volunteer for credit internships available available for students, you would need to reach out to our volunteer, coordinator for the Department of Community Justice Currently, her name is Stephanie Bolson, but you can look on our website and navigate to the Volunteers page and…

Tanya Maldonado: It.

Danny Fajardo: that would give you that then you'll be able to find the contact information there of who to contact to engage with any volunteer opportunities that we have in the Department of Community Justice. I also connecting with people like you like Tanya, right. Like connect connect with you regarding because I think each school has and and many departments have internship coordinators at the school that are in contact with the Department of Justice to help. Set those up.

Tanya Maldonado: Well, thanks. So I got the feeling that doing an internship is really advantageous because it one pays you or it's a foot in the door of whether it's the college county or the, you know, directly volunteering. Can you tell me a little bit about What would be the value if I didn't know what I wanted to be when I grow up. How could an internship help me in that case or do I have to know what I want to do with Dcj? To be able to be an intern.

Danny Fajardo: That's a great question. And, you know, Tanya the College accounting or any internship, I should say, will help you. Gain some experiences. And that may help you decide where you want to go. What direction you like to go in your career, the internship might be something that you really fall in love with where you go. Oh my gosh, this is exactly what I want to be doing when I graduate

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Danny Fajardo: Or you may get it, have an experience where you go, This isn't what I want to do. I want to try another a career path with this degree. That's one of the things that an internship can provide you because it is a short-term commitment, you don't, you're not committing to a long-term position. It's a three-month commitment to sometimes, even shorter. And so you get an opportunity to try. Try something out. I have also.

Tanya Maldonado: Right, the degree, you're the training. The academic is not is not enough. Thanks. Like I'm I'll send you the check in the mail for that one.

Tanya Maldonado: Can what's your advice for an application for resume cover letter or their preferences or of the county? Yes, I'd love to have any advice on on. Like How do you actually apply? What are you looking for?

Tanya Maldonado: You.

Tanya Maldonado: It.

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Danny Fajardo: And that you take the high road and that you, you be full. Be as honest as you can on your resume. Because what we'll end up happening is, is that if you Stretch the truth. Lie on your resume. It's going to come out later on down the road when we're doing the background check or and it's, it's definitely going to be a negative. In the hiring process for you if you're caught and with the way. It's we do background checks now it's very easy to get caught so yeah, stick stick to the truth on your resume and some people will tell you it's okay to stretch the truth there. Please don't do that.

Danny Fajardo: the other thing that I recommend is to write a cover letter, particularly, if there are Experiences that you want to talk about that qualify you for the position that doesn't that don't really show up in the resume. So for instance lived experience, let's say you have some lived experience that relates to the position that you're applying for and when I say lived experience, it could be

Danny Fajardo: The experience that you've had personally with the justice system, may be experience that one of your family members who's been involved with the justice system. Maybe it was, you were the victim of a crime, and that's how you were involved with the justice system. If you want to include that in your application materials, there's really no other place to include that than in the cover letter, there's other reasons and other things that you can include in the cover letter, but that that's just one example. But we as a recruiter, I do recover letters, particularly if I'm reading a resume and I'm going gosh. Now, how does this person?

Danny Fajardo: What, why are they applying for this job? Because I don't by looking at their experiences and looking at their skills. It's not really matching up 100%, But then a compelling cover letter might help me understand why they're interested in the opportunity. That answer your question.

Tanya Maldonado: Yeah. I I'm a fan of cover letters so it's kind of nice to know that. Yay it is in your interest and I know for a lot of folks, they do choose their occupation because of lived experience. So it's kind of nice to know that for the county that that's a safe thing to disclose…

Danny Fajardo: Yeah.

Tanya Maldonado: thinking about like safety and disclosing. Are there things that someone needs to know in advance that are disqualifiers? That no matter how many combinations and whatever that there's going to be some things that they need to know in advance to decide if this is a place that they can legally work.

Danny Fajardo: Uh, yes, there are some disqualifiers. So one thing is is that If you have a felony conviction,

Danny Fajardo: You will not be able to pass the background. Check for position with the Department of Community. Justice that doesn't exclude you. From other departments in Multnomah County, There are other departments that do accept people that have felony convictions to hire them and be employees is but in the Department of Community Justice, because we're considered law enforcement and we have access to law, enforcement databases, we have to follow the Oregon State Police Guide guidelines for security and we're not allowed to hire anybody with a felony conviction on their record. Another requirement is that some of our jobs do have physical requirements and we do a physical exam prior to hire at post offer. But before higher, as to be able to be able to qualify for a position. And so

Danny Fajardo: If you have some physical limitations that need to be accommodated, that is something that we could talk about. However, I think the the big one for me, the one when that comes to mind first is for parole and probation officer in order to

Danny Fajardo: Be offered that position and to be hired in that position, you do need to pass a physical exam for the Oregon. Police Academy Training Program Because we do send our parole and probation officers. They are required to get a state certification as a parole and probation officer. And as part of that, they go to the police academy that all of the Oregon police go to. And there is a,

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Danny Fajardo: It's kind I think it's kind of an obstacle course that you have to be able to complete in order to get your certification. It's really intense. I haven't actually had to do it but I have seen it and it is very intense and requires Some good physical ability. So so I would say that those are the two main things that come to mind when I think of Disqualifiers, you know?

Tanya Maldonado: We're almost at a time so I want to make sure that I'm gonna recap and if I miss something, you this is your chance to back clean up. So it looks like there's two different opportunities with the county, a paid experience as an intern over the summer and that's college County, not to be confused with the ongoing volunteer with dcj,…

Danny Fajardo: Right.

Tanya Maldonado: both of these can be found on your website. I don't have your website memorized, I'm sure if I go to Google it but Maldonado County jobs, I'll get there somewhere or dcj jobs. Um, it also sounds like it's a very supportive environment. Lots of values of helping others as a message, I kind of pulled through here. Um, I didn't ask you about the onboarding, our interns like it as a group with the college to county, or is it by department? And that person, who's your supervisor does the onboarding process

Danny Fajardo: Both. So we do have a county-wide program and…

Tanya Maldonado: Okay.

Danny Fajardo: there is onboarding and activities throughout the summer internship that are coordinated and organized by our countywide college to county team. As well as depart individual department opportunities for onboarding building community within the department and training within each individual department as well.

Tanya Maldonado: Sounds like your pro cover letters and the best resume is the targeted resume. Is there anything? I've missed that you want to throw in while we've got a couple minutes left.

Danny Fajardo: Well sure.

Danny Fajardo: There are.

Danny Fajardo: I think I mentioned the main job classifications, the parole and probation officer. But I didn't mention the and the juvenile court counselor, but I didn't.

Tanya Maldonado: Any corrections technician a little bit.

Danny Fajardo: A little bit, but I didn't kind of mention the career path. So that's always interesting to learn about. So, put in the door right out of school with an AA degree or bachelor's degree, you can apply for the what you would call like entry level positions, right? So The the One for Adult Services Division is Corrections Technician, that's the one that you would want to apply for the corrections technician. Supports all the work that the parole and probation officers do in. Pulling up.

Danny Fajardo: A files for and reports on individual clients building client files and maintaining those working directly with our juvenile with our justice involved individuals. And then on the juvenile side, The entry level position for juvenile court counselors and the people to support them are the

Danny Fajardo: Office assistance records technicians and juvenile custody services specialists. So those are all positions that you can apply for as a recent grad and and with very little experience, get your foot in the door and get your criminal justice career started.

Tanya Maldonado: Oh yeah, what a nice way to love to summarize all this. Thank you so much. I'm imagining students may want to reach you. And I don't know if that's a boundary that would be easy to cross or they shouldn't cross. So,

Danny Fajardo: Well, as you've seen, I mean, you've forwarded a couple of students to me in the last couple of weeks, I'm very happy to talk with students email or phone call and discuss career opportunities job openings. So, no, I, I guess my boundary is, you know, Weekdays business hours,…

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Tanya Maldonado: Here.

Danny Fajardo: that's about it. But yeah, feel free to if you're a student and you're you've got questions about the Department of Community Justice, You see a job posting, you have questions about that particular job. Posting, You're doing a paper and you have questions about the Department of Community, Justice, Feel free to reach out to me. If I can answer your questions. I will, if not, I will try to find those answers for you. I'm happy to be a resource for students at PCC

Tanya Maldonado: Thank you so much and I'll have them, look, you up in the staff directory. So they have a little bit of research in, finding your email and your contact. Thank you again. I'm gonna stop the recording now. Okay, stop recording.

Danny Fajardo: Thank you.

Tanya Maldonado: Thanks again.

Tanya Maldonado: Someday, we're gonna be famous.

Danny Fajardo: We're gonna have to get an agent or something.

Tanya Maldonado: As before. When I get the recording, it'll probably be at this point tomorrow that I'll forward it to you. See if you like it, send me the transcript. And if you're not happy, we'll do it again.

Danny Fajardo: I think I think this one went better, I feel a lot better about it. Will take a look at it and see what it looks like, but I'm sure it'll be fine.

Tanya Maldonado: And also and thank you so much for helping. Brian. I haven't yet reached out to Sequoia. That's like it's on my to do. But thank you so much because as much as I would love to have him, I don't think that we're going to give him everything. That would be beneficial For his own sake. Selfishly for me it's great to have a peer who answers email shows up, does the work as pleasant to get along with but it that's in my interest and not his

Danny Fajardo: Yeah. Well, you know Yeah, I love it that you're looking out for his development and if you can't provide what you think he needs then look elsewhere, that's great. I hope we can get in at PGE or maybe another organization that has a robust human resources department that can support having an intern. Yeah,

Tanya Maldonado: Well, he told me today, we're going to work on his resume on the 27th, but he said today that he's going to apply for the college to county physicians. You know,…

Danny Fajardo: Oh, cool. Yeah.

Tanya Maldonado: if I get that he's gonna stop working at new seasons and then just take that risk of When the internships over, I'll look for work then.

Danny Fajardo: Well, if he leaves new season on good terms, I'm sure they'll hire him back. You know, especially in the fall, you know, Thanksgiving and Christmas as always a really important time for all retail organizations. So Oh,…

Tanya Maldonado: Yeah, his day starts at 3am, he's Produce stocking produce.

Danny Fajardo: poor guy.

Tanya Maldonado: So, yeah. I, I'd like him to get out of there, too. There's only so much that you can do and stretch and say, it's, you know, supporting my schooling. But at some point, as you mentioned, you have to have that practical doing the job, no matter what your degree is.

Danny Fajardo: Yeah, yeah, it's it's important. I see so many applications with. Let me put it this way. It's rare that I see a recent college grad with no work experience in the field they're looking to get into. I mean I I don't see that very often at all anymore. So many degree programs have a requirement to have an internship.

Tanya Maldonado: Yeah.

Danny Fajardo: I was at the Western Oregon University Criminal Justice career Fair March first And I talked to a bunch of students there and all of them were Yeah, an internship is required to graduate, you know, that's part of their requirements. So, yeah, is very rare to see a bachelor degree recent graduate, bachelor's degree person. Without Some relatable experience.

Tanya Maldonado: How was that fair? Because I get we're getting more. More employers asking for fares. In the fall. Last fall, we did a hybrid. It was poorly attended. I think WE COULDN'T MEASURE that. ANYBODY got a job. So, FROM YOUR perspective of GOING THERE BEING THERE AND GETTING EXPOSED TO COVID,…

Danny Fajardo: If?

Tanya Maldonado: is that something that YOU THINK'S GONNA STAY in THE FUTURE IS, YOU KNOW, FACE to face fairs.

Danny Fajardo: Yeah, maybe I I don't know yet. I think I think we're still sort of feeling it out,…

Tanya Maldonado: Figuring it out.

Danny Fajardo: you know, that it was a it's to be honest.

Tanya Maldonado: Okay. All right.

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Danny Fajardo: It's a lot like the job market right now. There were just as many recruiters there as there were job seekers. And so that really,…

Tanya Maldonado: Yeah.

Danny Fajardo: that's very indicative of the current job market. Now, I, we are seeing the last two job postings that we've had out there for lower level positions. We've seen a really a spike in the number of applications that we're getting, and I don't know if that has to do with some of the outreach efforts that I've been doing or if it's just the nature of the market shifting. But with the feds raising interest rates Job. Reductions in large corporations. We are seeing an uptick in the number of qualified applicants for our jobs now,…

Tanya Maldonado: Right.

Danny Fajardo: which is different. So, Then what we've seen that's different than what we've seen in the last two years that I've been with the county so that

Tanya Maldonado: We're going to cover the relief. Money is running out and people are like, okay.

Danny Fajardo: that's part of it too. Yeah.

Tanya Maldonado: And and to have a job with decent benefits that you feel somewhat protected because there's, you know, it's large and so forth. So yeah, you and that will make me change my tune because I've been saying to students, Hey, you know, you don't think you quite qualify. What the heck? If no one's applying go for which I never used to say, like, Well if you can't meet 80% of this job, don't apply and then overcoat. But I start saying Well, You can always try.

Danny Fajardo: Yeah. Yeah. Things have changed. Yeah. And they they are changing again. The job fairs. Yeah, I'm not sure. I'm not sure what the future of job, fairs look like. I I honestly, I felt like it was a waste of my time. That's what it felt like,…

Tanya Maldonado: Okay. See I

Danny Fajardo: but but that may change, like, in the next year it could be like wonderful but even Pre-covid. I was thinking job fairs were,…

Tanya Maldonado: mmm.

Danny Fajardo: we were very selective about which job fairs we would go to. When I first started recruiting in 2006, We tried to go to as many job fairs as we could you know,…

Tanya Maldonado: Right.

Danny Fajardo: I think it was a great way to connect with job seekers because their Internet really wasn't what it is today, right? It was out there and…

Tanya Maldonado: Right.

Danny Fajardo: there were job boards and all that I think Monster was the big one back then, right? And and it was in job, fairs were robust and I can remember being it just at the Urban League job fair. And there would be like three people deep in our table,…

Tanya Maldonado: Right.

Danny Fajardo: wanting to talk, to wanting, to talk to me and to talk to the managers that were with me. I haven't seen that yet. We're not there,…

Tanya Maldonado: Yeah. Well

Danny Fajardo: it's that I haven't seen a job. Fair like that. In the, I've been to a couple of them. Now, my colleague Joanne, she's been to a couple of them for our department. And we just, we're not seeing that kind of attendance,…

Tanya Maldonado: yeah.

Danny Fajardo: so Does it, is it really worth it if we're just meeting? You know like 50 students.

Tanya Maldonado: Right right? Well let's see if this doesn't get you some bang and…

Danny Fajardo: Yeah. Yeah.

Tanya Maldonado: we can do it every year if you want or we'll keep using this one but I'm thinking where students that are online, where they just read the stuff. There's not even a class lecture that you're in. This is the only way I know how to reach someone. Somehow, right? Because remote class, those teachers can announce it the online, they can make it an assignment. So let's hope this get you some bodies.

Danny Fajardo: Well I hope so at least at least get some conversation started you know. So that people want to explore. You know what kind of career opportunities are there with Multnomah County Dcj? That's all, I mean. I, I really believe in building relationships with the job seekers that's one. I'm kind of old school that way emails are efficient, that's true. But I usually try to make a phone call to folks that I'm in that I'm connecting with and…

Tanya Maldonado: You.

Danny Fajardo: trying to hire them particularly when we get to the interview phase I usually like to have a phone conversation with them and…

Tanya Maldonado: Yeah.

Danny Fajardo: I'll stay with phone conversations along the way, throughout the process. I just I think building that relationship with job seekers even if they don't aren't successful in the job that you're talking to them about today. They may be an excellent candidate and for the next time around or maybe for another job within your organization. So it's a I like to call it relational recruiting. That's kind…

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Tanya Maldonado: Yeah, and…

Danny Fajardo: what I like to do.

Tanya Maldonado: and you're very responsive. So thank you so much and I'm hoping that I'll have a section on my Web page where I'll put all these videos. For permanent. And then once I get a handful, my next hope is to actually have a PCC. And not unofficial, but not public. Where I'm putting these to then start to make that where we're moving with all these videos. But so far I have one

Danny Fajardo: I'm glad to be your first and hopefully it won't be the last. Yeah, let's keep keep the ball rolling on this. So, thank you so much. Okay, talk to you later. I,

Tanya Maldonado: Okay. Hey, take care. Bye-bye.

Meeting ended after 00:36:00 👋