

KTVH Narrative

KTVH is an equal opportunity employer dedicated to a broad outreach in recruitment efforts for broadcast job opportunities. This narrative describes some of the efforts that make the station's recruitment successful.

Over the last two years, KTVH has, as a part of building our focus on our diversity pillars, provided virtual classroom training for all station employees, including management, for unconscious bias, equity, and inclusion training. In addition, the parent company, Scripps Broadcasting, has an education reimbursement program designed to reimburse employees who are going to school and pursuing a degree within their field that would allow them to acquire skills that will allow them to qualify for higher level positions and to advance their career(s) within the company.

In 2020, the station developed an internal job-shadowing and mentoring program to help support internal promotions into roles aligned to their career aspirations and goals. As a result of this program, several employees were promoted to new positions.

Station personnel participated in a virtual job fair hosted by the Montana Department of Labor Job Service Network to advance career employment opportunities in the broadcast industry.

Station news management and reporters also regularly visit local colleges and high schools as guest speakers and panelists to discuss employment in broadcasting and related topics.

We also keep our local community partners including the Helena Chamber of Commerce, Helena Community College, Carroll College, and the YWCA informed of employment opportunities through individual outreach efforts including email notification of full-time vacancies as they occur.