

Recruiting & Retaining Talent



Recruitment



State Procurement & Purchasing Position Data



- 12 different classifications analyzed (procurement, purchasing and supervision)
- Permanent, classified positions
 - 84 filled (12 supervisors)
 - 8 vacant
 - \approx 9% vacancy rate

Demographics & Retention Data



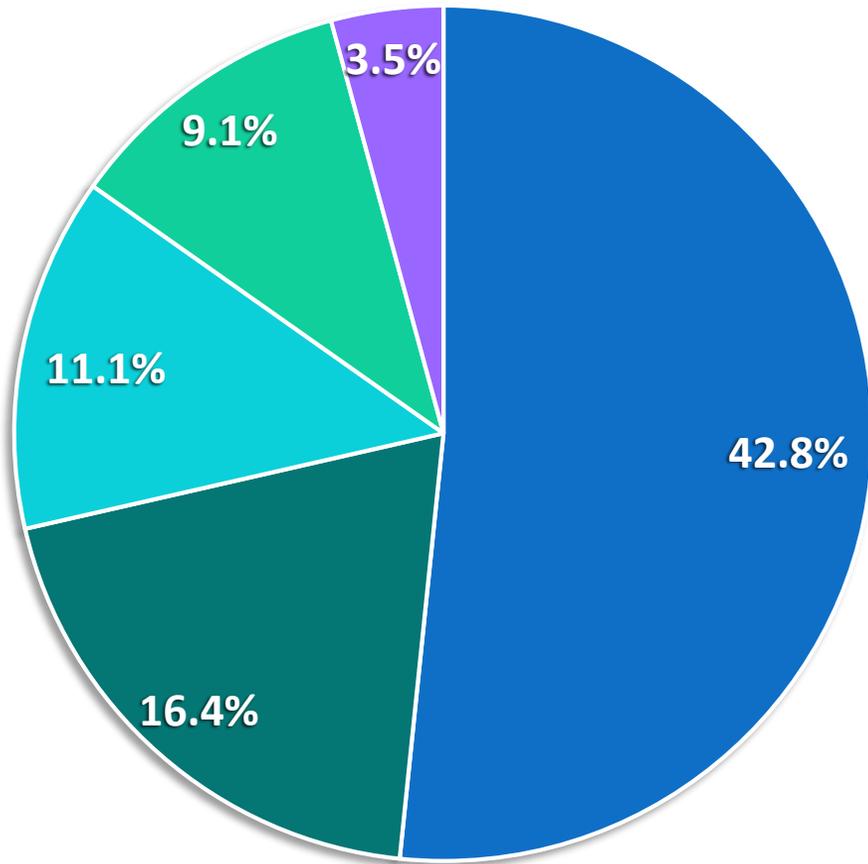
Demographics

- 2/3 female
- 1/3 male
- 91% white

Incumbent Retention

- Avg. 10+ years employed at the State of WI
- Avg. 2.5 years at agency
- Avg. 2.75 years in classification

Top Recruiting Sources



Percent of Traffic

- Direct Links 42.8%
- Indeed 16.4%
- Google 11.1%
- Facebook 9.1%
- LinkedIn 3.5%

Wisc.Jobs

indeed

Google



State Recruitment Data:

8/20/17 –
8/20/19



- 57 job announcements published
- Avg. job announcement duration = 12 days
- 6 job announcements had deadline extended
- 4 job announcements were re-announced on a later date
- Avg. of 32 applications/announcement
- Avg. of 12 registrants (at least minimally eligible/minimally qualified)

State Hiring Data:

8/20/17 –
8/20/19



- 40 individuals hired
- 11 declined offers
- 67 days average from application received to hire date

Type of Hire	Count
New Original Hire	18 (45%)
Promotional Appointment	13 (32.5%)
Transfer	7 (17.5%)
Demotion	1 (2.5%)
Career Executive Upward Movement	1 (2.5%)

Manager Perspective

- Difficult to get “new” people
- Many familiar faces
- Long time to go through the process
- Wages not competitive
- Other opportunities- private and governmental



Manager Perspective



- Mandatory requirements exclude candidates
 - **Must** have done an RFB
 - **Must** have experience in STAR
 - **Must** have been a supervisor
- Desirable experience can also be a deterrent
- Consider what can be done “on the job” vs. required coming in
- Process taking too long
- If someone doesn’t have a good experience, they won’t apply again
- Wages advertised vs. wages offered

Tips for Making Quality Hires

- Cast a wide net to encourage a diverse candidate pool
- Provide realistic job previews so the role matches applicant expectations
- Consider hiring at multiple levels
- Ensure selection criteria is valid
- Consider how much training is provided on the job to new incumbents



Retention & Engagement



or



Retention in Procurement



- Long learning curve
- Managers do not have adequate time to train
- Constantly changing
- Need to learn the organization as well as procurement
- Must be able to manage large workload
- Short deadlines, program area demands
- Advancement opportunities in organization can be limited

Retention in Procurement



- Set clear expectations and provide employees with a path to success
 - Develop a strong onboarding process
 - Help employees understand how their role fits into the bigger picture
 - Provide coaching and constructive feedback
 - Provide training and professional development opportunities
- Provide flexible work arrangements when possible (hours, remote work, etc.)
- Develop and maintain a healthy culture

Questions?

Thank you for participating!

