

Recruitment

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One team, one dream!

A little
about us

What is the market like?

About 58% job seekers report their job search lasted 2 months or less.

For every unemployed person there are 2.7 jobs

Idaho is at a 2.6% unemployment rate

We have 2.1 million more people retiring than projected.

How do people look for jobs?

79% of job seekers say they are likely to use social media in their job search and this increases to 86% for younger job seekers

What is the State of Idaho known for?

96% of job seekers say that it's important to work for a company that embraces transparency.

What is our biggest selling point?

only 10% of workers are currently covered by traditional pension plans

What means
most to
applicants?

Good Communication

Fast Time-to-Hire

Ease of application

Benefits and perks

Work life balance

HOW TIME TO HIRE IS CALCULATED

Σ (Time taken for every hire made for the time period)

Total number of hires made for the time period

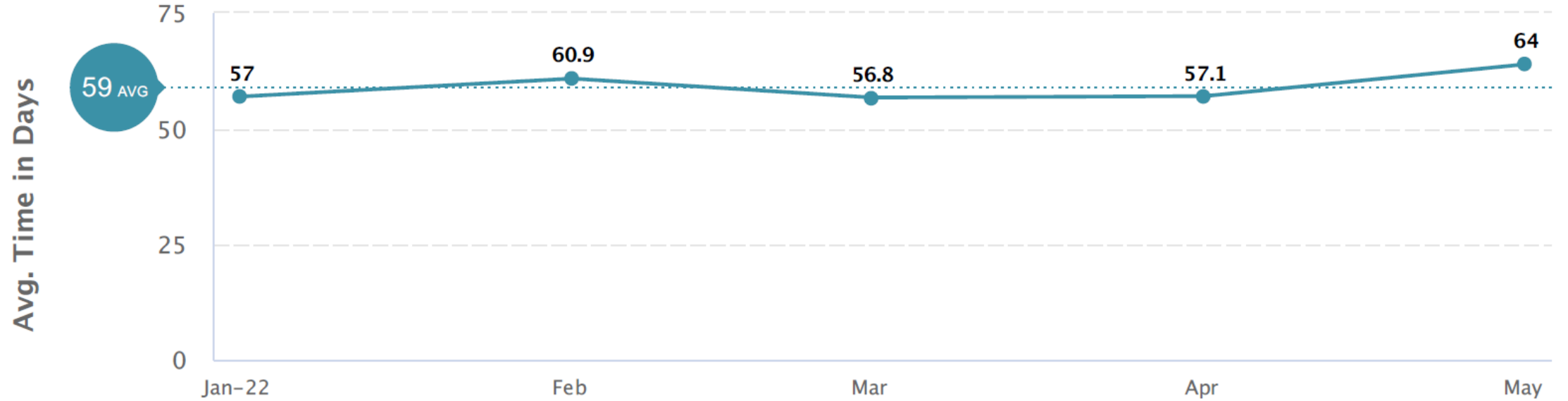


Few things to note

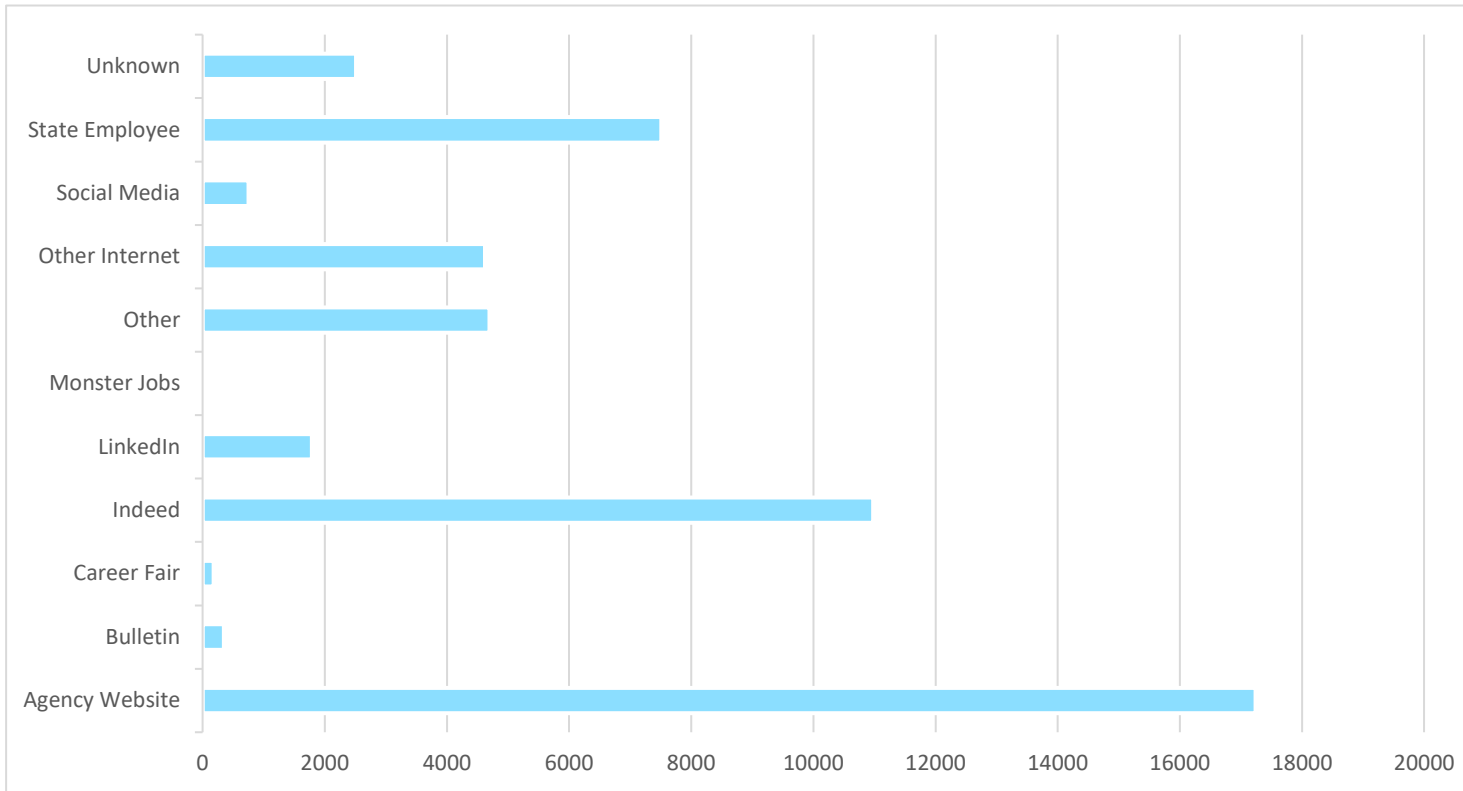
1. The calculation excludes weekends but not US holidays
2. If a requisition does not have approvals, then the requisition is considered approved on the day the requisition is created
3. If a requisition is created or approved after the job was posted, the time spent on job posting is considered as zero
4. The number of days and dates on the chart are for illustration purposes only

January 2022 – May 2022

Total Hires: 1710

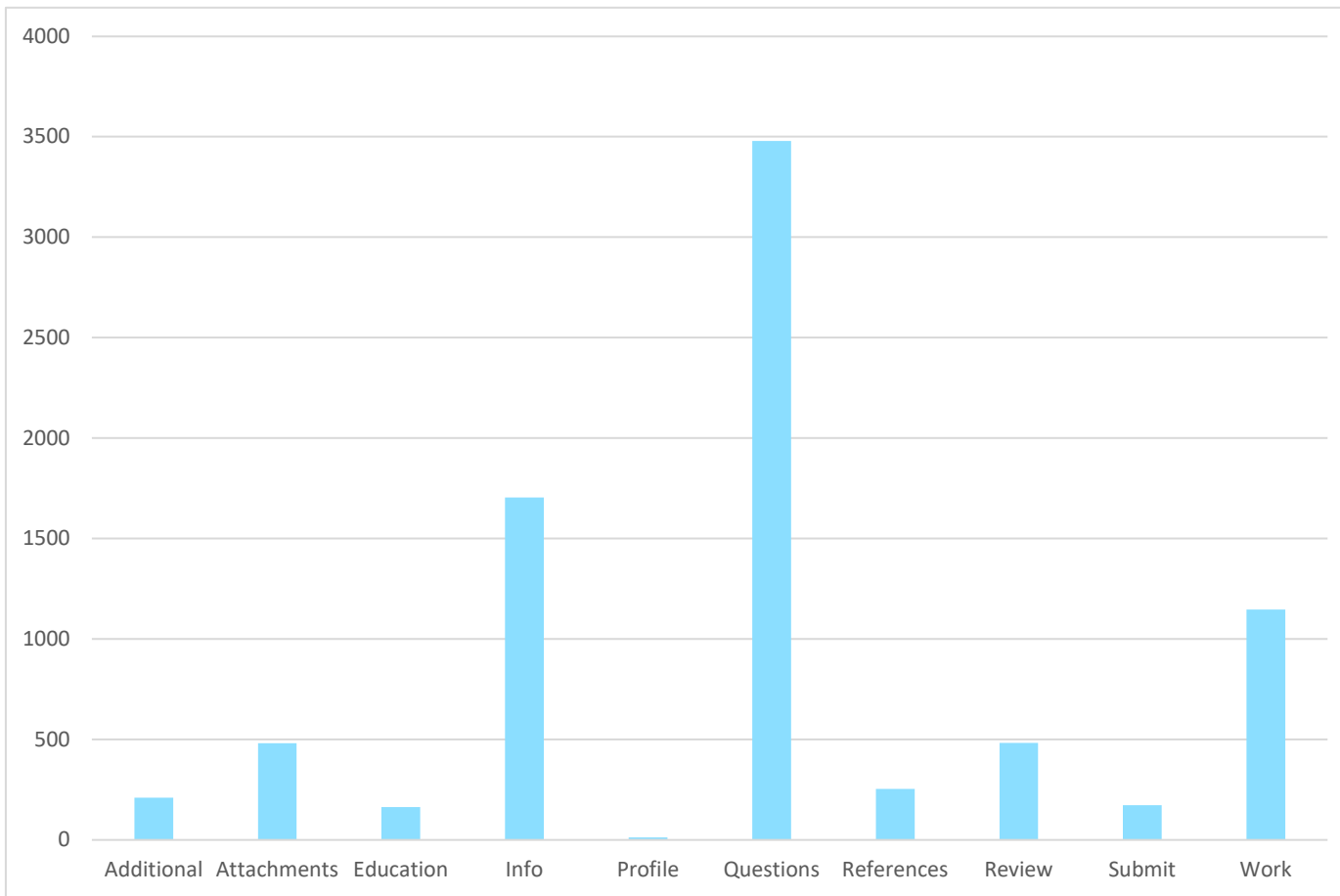


Time to Hire - 2022



Applicant Source	Total #	Total %
Agency Website	17239	34.03%
Bulletin	346	0.68%
Career Fair	180	0.36%
Indeed	10977	21.67%
LinkedIn	1789	3.53%
Monster Jobs	38	0.08%
Other	4696	9.27%
Other Internet	4622	9.12%
Social Media	748	1.48%
State Employee	7511	14.83%
Unknown	2512	4.96%
Total	50658	100%

How did applicants find our Jobs in 2021?



Step Information	How many	Percentage
Additional	210	2.59%
Attachments	481	5.94%
Education	163	2.01%
Info	1704	21.03%
Profile	12	0.15%
Questions	3479	42.93%
References	254	3.13%
Review	482	5.95%
Submit	173	2.13%
Work	1146	14.14%
Total	8104	100%

Where did we lose applicants in 2021?

Like, share and follow us on Social Media!



www.twitter.com/idahodhr



www.facebook.com/idahodhr



www.instagram.com/idahodhr



www.linkedin.com/company/idahodhr

dhr.idaho.gov/about-us



State of Idaho

3.7 ★★★★★ 133 reviews

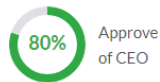
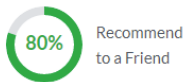
Indeed is a website for job listings and you can apply to the jobs listed.

You can also review the employer anonymously.



State of Idaho Reviews

3.9 ★★★★★



Glassdoor is a website where current and former employees anonymously review companies.

Glassdoor also allows users to anonymously submit and view salaries as well as search and apply for jobs on its platform.

Where do applicants go for information?

glassdoor

We created links to share to request reviews!!!

- Share after interviews
 - Interview feedback is huge!
- Share with employees
 - We want to hear the good and bad.
- Share with new hires
 - How was their onboarding experience?

Ask for reviews...

Name, (Licenses and certifications) | Job Title

 208.000.0000 (O) | 208.000.0000 (C)

 208.000.0000

 email@dhr.idaho.gov

 www.dhr.idaho.gov



← Replace with your agency logo

Connect with us:



← We will email out the signature template and include instructions on how to change the social media links or you are welcome to use ours!

*New email
signature!!!*

Goals for the next 6 months



Utilize social media more.



Reach more colleges and high schools.



Host another statewide job fair.



Unify our job posting titles.



Unifying Minimum Qualifications.



Start reaching out to applicants.



Reduce the number of questions for applicants.

Goals for the next 12 months

1

Lower our applicant drop offs.

2

Lower our time to hire.

3

Increase our reviews and traffic on Glassdoor and Indeed.

4

Become one team with one dream!

Questions?



One team, one dream!