One team, one dream!
A little about us
<table>
<thead>
<tr>
<th>What is the market like?</th>
<th>How do people look for jobs?</th>
</tr>
</thead>
<tbody>
<tr>
<td>About 58% job seekers report their job search lasted 2 months or less.</td>
<td>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</td>
</tr>
<tr>
<td>For every unemployed person there are 2.7 jobs</td>
<td></td>
</tr>
<tr>
<td>Idaho is at a 2.6% unemployment rate</td>
<td></td>
</tr>
<tr>
<td>We have 2.1 million more people retiring than projected.</td>
<td></td>
</tr>
<tr>
<td>What is the State of Idaho known for?</td>
<td>What is our biggest selling point?</td>
</tr>
<tr>
<td>96% of job seekers say that it's important to work for a company that embraces transparency.</td>
<td>only 10% of workers are currently covered by traditional pension plans</td>
</tr>
</tbody>
</table>
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

$\Sigma$ (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
Time to Hire - 2022
# How did applicants find our Jobs in 2021?

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

![Bar chart showing the distribution of applicant sources](chart.png)
Where did we lose applicants in 2021?
Like, share and follow us on Social Media!


dhr.idaho.gov/about-us
Where do applicants go for information?

**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.

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

You can also review the employer anonymously.
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?
New email signature!!!

Replace with your agency logo

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!
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!