

October 20, 2009

Fact Sheet

Project update:

Signed a contract with NeoGov on June 29, 2009

Currently configuring the system

First Agencies will go live in **November** with completion scheduled for March 31, 2010.

Please coordinate with HRSD for your implementation scheduling.

We are recommending that you attend the online training **prior** to your scheduled onsite instructor training to better familiarize yourself with system processes and terminology.

Onsite instructor training dates are:

- November 3rd, 4th, 5th
- January 12th, 13th

Online training dates begin:

- November 17th – 18th
- December 1st – 2nd
- December 15th – 16th
- January 5th – 6th

For more information contact

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E-Recruit Project Website:
www.oregon.gov/DAS/HR/E-Recruit.shtml

What is the E-Recruit Project?

The E-Recruit project has been launched with the vision of providing the State of Oregon with an online recruiting tool that will provide applicants with a modern online recruiting process, provide agency HR staff with greatly improved recruiting capabilities, and ease the workload burden created by the current paper application process. DAS is committed to the success of the E-Recruit project and has the support of all key state agencies.

Why Replace the Existing Application Process?

For years, the state's paper driven application process has remained unchanged despite significant advances in available technology and HR business needs. In the current economic situation facing all state agencies, the amount of applications per recruitment has significantly increased, reaching upwards of 300 or more applications for each announcement and often overwhelming agency recruiting staff. This has significantly increased the workload for all HR and agency staff who "touch" the recruiting process and diminished the ability of the state to quickly identify and retain well qualified staff.

The Applicant Recruitment and Certification (Appl/Cert) system is a legacy COBOL application that has been in service for approximately 30 years. The existing Appl/Cert system lacks needed functionality, flexibility and depends on outdated legacy technology. The current system was designed to meet recruiting objectives at a time when the State had fewer data requirements.

The Appl/Cert system is nearing the end of its useful life. The design and complexity, as well as the business rules that have been established, continue to be major contributing factors to the lack of flexibility in this system. Additionally, key technical and business personnel who have detailed knowledge of the system have been identified for budget reductions beginning in May 2009. Replacement staff will be increasingly difficult to recruit and hire based on the outdated operating technology of the Appl/Cert system and limited funding.

What can you expect?

Once completed the E-Recruit project will provide increased functionality to agency staff and employees. Some of the improvements you will see are:

- Increased online customer service to applicants
- Time to hire is reduced by approximately 33%
- Automated workflow-driven processes
- Promotes sustainability by reducing the need for paper applications.
- Improved reporting through the automated delivery of metric/dashboard reports
- Automating applicant status notifications and job interest cards
- Easy-to-use, intuitive user interface
- Creates staff efficiencies