

**Questions & Answers**  
**SRIP Presentation of MQ/SOC**  
**Tuesday, July 18, 2006**

Presentation by Laurie Grenya, DAS – HRSD – Classification/Compensation Consultant

**Q. How will skills be assessed when an applicant applies?**

- A.** There will no longer be a paper application which means all job seekers will register in iMatchSkills (iMS) and apply for state jobs on-line.

During the registration process the job seeker will be able to select any applicable licenses and/or certifications they may have, education level, skills, and their minimum pay range they will consider, etc. iMS will process the job seeker information and the skills required in the MQ Template to match against all active job seekers.

**Q. Will there be anyone verifying the applicant's information?**

- A.** Agencies will still be able to require applicants to submit transcripts, criminal history, cover letters, etc. Applicants will continue to provide an electronic signature stating they are providing true and accurate information as they do today.

**Q. How will a job seeker be notified they qualify for state jobs?**

- A.** The job seeker will be able to run a match against job listings within iMS and immediately know if they qualify or not.

**Q. Will agencies still be able to use test questions?**

- A.** If agencies are still using the DAS prescribed test questions the information you gain from these test questions will be solved by using iMS as a skills based matching system. Test questions should no longer be necessary in the new system. Part of the goal of this project is to have agencies move away from test questions.

**Q. How can agencies trust the information an applicant has within iMS? Job seekers will be self certifying.**

- A.** Agencies will continue to recruit as they do today; check information during the interview or reference process.

**Q. How will preferential statements be used in iMS?**

- A.** Preferential statements will become optional skills in iMS because required skills, required licenses and certifications, required computer skills and preferred skills will give the hiring agency the information they are looking for.

These are skills that are specific to the classification. Additional information will not be added to the MQ templates.

**Q. How will positions such as unclassified teachers be handled in iMS? These positions are not in the class specifications but require specific licenses.**

- A.** The Classification/Compensation group is not looking at these types of positions for the pilot. If your agency has any unclassified positions please send them to Laurie Grenya or Erin Tokos.

**Q. What about skill code sheets?**

- A. iMS is a skills based system and therefore agencies will no longer need to use skill code sheets. The correct skills will already be identified in the MQ Template.

**Statement:** If the position you are trying to recruit for is not matching up with the MQ Template required skills, then you may need to look at how the position is classified.

**Q. Will this affect the differentials that are out there?**

- A. We will be looking at this in the future.

**Q. How will Executive and non-competitive recruitments be handled in iMS?**

- A. For the pilot the Executive level positions will not be integrated and we have not yet made a decision regarding non-competitive positions. When full implementation takes place both of these types of recruitment will be in iMS.

**Q. Will agencies be able to submit optional skills?**

- A. The Class/Comp group will be going through and listing these skills, these will then go out for union and agency review.

**Q. How will agencies handle hard to fill positions?**

- A. Agencies will be able to run an employer match to see who qualifies for a position. Agencies will also have the opportunity to send e-mails to job seekers that qualify but have not yet applied.

**Q. Will agencies be able to search the database for specific job seekers?**

- A. No, the job seeker will need to apply in order to be seen on the snapshot (cert).

**Q. What about OUFN job listings?**

- A. All job listings will have a close date in iMS. The longest time period a job listing may be open for is 6 months.

**Q. How long is a job seeker active in iMS?**

- A. Job seekers who have not used iMS for a 90 day time period are considered inactive. On the 91<sup>st</sup> day the job seeker has the option of accessing iMS or contacting Oregon Employment Department (OED) to be reactivated. iMS will notify the job seeker before the profile becomes inactive.

**Q. Will there be a random pull list?**

- A. Random pull lists will not be used in iMS. Agencies will only post job listings when there is a position to fill, so the large applicant pools will no longer be needed.

**Q. Will the system keep old job listings?**

- A. Yes. Agencies will be able to copy an old or current job listing, change the necessary information and publish it to iMS and/or Working in Oregon (WIO).

**Q. Who will assist job seekers who don't have access to computers?**

- A. OED has many locations statewide and will assist these individuals.

**Q. Will there be agencies piloting this new process?**

- A. Yes. The pilot is scheduled to begin in June or July 2007.

**Q. Will there be individuals going to high schools to explain this process?**

A. OED has individuals doing this type of outreach already and recruiters will also be able to do this type of proactive recruiting in the future.

**Q. What about retention of the application?**

A. Agencies will need to print off the information for the applicant that is hired.

**Q. Lateral transfers ~ how will they be captured?**

A. The project team is still working on this process.

**Q. The current iMS process is to have a job listing go into a pending status ~ will this process stay the same?**

A. Agencies will have the option of having their job listings go into the pending status or skip this status and post the job listing immediately. For those agencies who would like to have OED check for spelling errors, grammatical errors, etc. they would select the appropriate field. OED will then have a 24 hour turn around time to publish the job listing to the web.

This presentation was video taped, so if there are agencies interested in having additional employees view this presentation please contact the following:

Roman Martushev – [Roman.Martushev@state.or.us](mailto:Roman.Martushev@state.or.us) or Sheri Nees – [Sheri.Nees@state.or.us](mailto:Sheri.Nees@state.or.us).

If you would like more information about the State Recruitment Improvement Project (SRIP) please access the link: <http://www.oregon.gov/DAS/HR/SRIP.shtml>.

If you would like to receive information about SRIP please click on the following link and register <http://listsmart.osl.state.or.us/mailman/listinfo/sripcomlist>. This will be one of our main sources for sending out communications regarding SRIP.