RECENT ACCOMPLISHMENTS

✓ RSI 2.0 Kick-off session was held on April 15 and 16. Included Phase 1 retrospective, new governance review, training, process and technology enhancements review, Pod discussion & tech planning.
✓ The Manager Toolkit was redesigned – it now offers easier navigation and now provides a step-by-step recruitment process tool for Hiring Managers.
✓ In April, 190 open staff positions were filled, 66% were external hires and 110 open Temp/Casual positions were filled. The time taken to hire was 38 days (target: 37 days).
✓ The RSI roadshow was presented at the Finance Town Hall.
✓ Candidate and Hiring Manager Net Promoter Score (NPS) metrics have been added to the RSI persona dashboards. As of April, the scores stand at -20 for Candidates and +27 for Hiring Managers (NPS target: +10).
✓ Ready Response room hypercare support was offered through the month of April.
✓ Remaining Phase 1 feedback items were prioritized and assigned for resolution.
✓ TA Partner, TA Leadership, TA Operations and TA Strategic Sourcing Scorecards are built – review underway.
✓ A new Talent Acquisition Strategic Sourcing Director, Recruitment Marketing Specialist, and OPMO Program Manager for RSI started in April.

WHAT’S COMING

Program
○ Post Phase 1 – incorporating feedback and lessons learned
○ Phase 2 planning (milestones, additional pods and new technology roll out)

Technology
○ Technology selection and implementation planning
○ TA Partner, TA Leadership, TA Operations and TA Strategic Sourcing Scorecards

Change Management
○ RSI Presentations at Public Safety, Development, Research, Facilities, and others.
○ Update on RSI Development: Phase 1 Results and Phase 2 Overview for Stakeholders
○ RSI Phased Support Model
○ RSI Advocate Engagement

WHAT WE NEED FROM YOU

○ Share RSI resources with your team:
  ○ "RSI in a Box" ○ RSI website
  ○ This At-A-Glance ○ Employee Referral Program
○ Encourage Phase 1 Hiring Managers to complete the full Hiring Manager Learning Program in Workday Learning.
○ Watch the recording of the RSI Forum.
○ Your feedback to inform our work: RSI survey
○ Email us your needs, areas of interests, and how we can empower your team with TA, recruiting and/or hiring best practices at rsi_questions@yale.edu.
○ Interested in hearing more? Invite the RSI team to your upcoming department meetings by emailing them here.

DID YOU KNOW

○ A video titled ‘The Future of Hiring at Yale’ is available, showcasing how RSI and TA contributes to Yale’s efforts in attracting and retaining top talent.
○ The most accessed resources are the DEI and Belonging Toolkit, and the Hiring Manager Interview Guide.
○ To date, the Employee Referral Program has produced 585 talented and diverse employees, 20% are New Haven residents! The voluntary turnover rate for referred candidates is 5.5% vs 9.7% overall for the same period (program inception to date).