Recruiting Strategic Initiative (RSI)

RSI North Star: To make hiring faster and simpler, resulting in more successful recruitment of highly talented and diverse employees

At-A-Glance – June 2023

RECENT ACCOMPLISHMENTS

- RSI Lead Janet Gipson executed 20 roadshows promoting RSI to Lead Admins, HR, Employee Relations (ER), Talent Acquisition (TA), and Operations Leadership.
- TA and ER completed DEI and Belonging Toolkit training.
- RSI’s Process Workstream completed a 3-day, in-person process mapping workshop to define future-state job intake, requisitions, posting, and sourcing processes.
- 4 or 17 processes have now been reimaged to improve TA’s future-state.
- Talent Acquisition Partner, Sourcing Specialist, Coordinator, Hiring Manager, and HR Partner personas were updated based on role-based change impacts.
- Three new hiring manager resources were added to the existing Hiring Manager Toolkit under Key Resources on It's Your Yale.

DID YOU KNOW

- The new Interview Guide and Instructions, Interview Template with Samples, and Candidate Evaluation Tool were released to the University on June 30th.
- Change Management Champions are supporting RSI to accelerate process adoption.
- Over the past year, the Employee Referral Program pipeline has produced 368 talented and diverse employees and 20% are New Haven residents!

WHAT’S COMING

- Finalize RSI’s training needs analysis and key messages in partnership with Organizational Effectiveness and Staff Development (OESD).
- Solidify Phase 1 Talent Acquisition’s operating model on how service delivery will be managed seamlessly across the University.
- July process mapping sessions on applicant screening and resume review.
- August onsite process mapping sessions on dispositioning, candidate communication, pre-employment processing, and offer creation.
- Technology Workstream kickoff and technology partner selection to assist RSI with new process automation, reports, dashboards, and scorecards.

WHAT WE NEED FROM YOU

- Increase your Team’s awareness on RSI by visiting the RSI website.
- Cascade the June RSI At-A-Glance to your Team.
- RSI is still on tour; request an engagement session today.
- Tell us your needs, areas of interests, and how we can empower your Team with TA, recruiting, and/or hiring best practices, strategies or tools.
## Recruiting Strategic Initiative (RSI)

### At-A-Glance – June 2023  Current Projects

### 1. NEW HIRING MANAGER RESOURCES

**Description:**
- The **Interview Guide and Instructions**, **Interview Template Samples**, Candidate **Evaluation Tool**, and DEI and Belonging Toolkit were created to drive candidate interaction efficiency, goals and measurable outcomes.

**What It Means For You:**
- Metrics that inform hiring decisions based on objective criteria

**Milestones:**
- Successful soft launch of the new hiring manager resources on June 30
- Instructions on how to access the new resources the week of July 3

### 2. RSI PROCESS DESIGN

**Description:**
- Define future-state processes based on leading practices to improve successful recruitment of highly talented and diverse employees.

**What It Means For You:**
- Clear roles, responsibilities, and a new easy new ways of working
- New upcoming self-paced and instructor-led, role-based training

**Milestones:**
- Talent Acquisition Process socialization July 10 – 12
- Process Design Mapping sessions July 18 – 20 and August 8 – 10

### 3. RSI ORGANIZATION & PEOPLE

**Description:**
- The Phase 1 Implementation will drive Talent Acquisition (TA), service delivery, resource, and change management operational excellence.

**What It Means For You:**
- Clear TA operating model, governance structure, and roadmap

**Milestones:**
- Phase 1 Implementation planning working sessions July 12 and July 24

### 4. RSI TECHNOLOGY

**Description:**
- Enable technology that reduces manual processes and accelerates downstream process efficiencies, enhancements, and workarounds.

**What It Means For You:**
- New automation and refined reports, dashboards, and scorecards

**Milestones:**
- Finalize vendor selection for new technology services