

Monthly At-A-Glance – FY24 March



RECENT ACCOMPLISHMENTS

- ✓ RSI Phase 1 launched on March 4 for the Accounting and Financial, HR Operational and Communications, IT/Technical, Research, Facilities, Utilities, Hospitality, and Campus Services planning units. A 'Ready Response room' was provided for questions, feedback, and issues.
- ✓ Operations leadership and working session participants received an RSI project update and hiring dashboard review on March 8.
- ✓ In support of the new service delivery model for recruiting, the [Talent Acquisition \(TA\) Functional Org structure](#) has shifted, and a new Strategic Sourcing Director has been appointed.
- ✓ Hiring Dashboards are now available in [Workday](#) for Hiring Managers. Managers have full visibility of their direct openings and their team, funnel stats, promoter scores, and the total funnel from screen to hire.
- ✓ In March, 172 open staff positions were filled, 69% were external hires and 86 open Temp/Casual positions were filled.
- ✓ Eight sessions of 'Observed Experiential Learning for Phase 1 Hiring Managers' were conducted in March.
- ✓ RSI Presentations were provided to the Administration, Central Operations Managers, and YSM 2M.



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).



WHAT'S COMING

Program

- Post Phase 1 go - live planning (process and technology enhancements, governance and milestones, etc.)

Technology

- The "Attract and Onboard" section of the [Manager Toolkit](#) now has a better user experience.
- RSI Technology selection to replace STARS
- Talent Acquisition Scorecards
- [Talent Acquisition SharePoint site](#) enhancements.

Change Management

- RSI Presentations at Public Safety, VP Council, 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](#).
- Take the [RSI survey](#) now.
- 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](#).