RECENT ACCOMPLISHMENTS

• In May, we filled 192 open staff positions, an increase of 2 from the previous month. Of these positions, 57% were external hires (down from 66% in April). Additionally, we filled 92 open Temp/Casual positions (compared to 102 in April). The average time to fill (req approved to offer accept) decreased to 54 days, down from 56 days in April, successfully meeting the target of 55 days.
• The Net Promoter Scores (NPS) are -12 for Candidates (an improvement from -20 in April) and +43 for Hiring Managers (up from +27 in April), with a target NPS of +10.
• We have integrated 91 out of 103 feedback items, enhancing our dashboards, technology, communications, and training.
• The new technology contracts, which will replace STARS, have been finalized.
• Review of Security, Police, and Temp hiring processes were completed, and the findings and recommendations were presented to Talent Acquisition leadership.
• The RSI presentation was presented to the Yale OPAC Team.

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.
• Since Spring 2022, the Employee Referral Program has produced 652 talented and diverse employees, 20% are New Haven residents! The voluntary turnover rate for referred candidates is 5.7% vs 8.4% overall for the same period (program inception to date).

WHAT’S COMING

Program
• Phase 2 planning (milestones, additional pods and new technology roll out)
Technology
• New technology implementation planning and kick-off.
• TA Partner, TA Leadership, TA Operations and TA Strategic Sourcing Scorecards
Process
• Support for additional key processes which were not completed during Phase 1.
• Partner with Technology workstream to ensure alignment with established TA processes.
Change Management
• Journey maps for Hiring Managers, TA Coordinators, TA Partners, TA Sourcing Specialist, and HR Business Partners to enhance the recruiting process experience.
• Additional training opportunities for TA Partners and Hiring Managers to strengthen partnerships and process knowledge.
• Revisions to the Hiring Manager and TA experience based on feedback from Phase 1
• Phase 2 CM Strategy including RSI Advocate engagement plan and phased support model for stakeholders.

WHAT WE NEED FROM YOU

• Share RSI resources with your team: “RSI in a Box” and the RSI website.
• 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 meeting.