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

RECENT ACCOMPLISHMENTS

❑ Socialized Talent Acquisition (TA) strategy elements Lead Administrators
❑ Aligned with the Job Framework Redesign team on new TA team titles and leveling based on RSI
❑ Completed Hiring Manager DEIB MVP Toolkit Feedback Session and Office Hours
❑ Finalized TA Service Delivery Model and Metrics/KPIs for future monitoring
❑ Reviewing Org impacts of Service Delivery to the TA team and discussing with HR Leadership
❑ Kicked off RSI Implementation planning
❑ Kicked off preliminary vendor reviews to acclimate Technology Workstream to vendor landscape in TA space

RECENT ACCOMPLISHMENTS

❑ Completed Hiring Manager DEIB MVP Toolkit Feedback Session and Office Hours
❑ Finalized TA Service Delivery Model and Metrics/KPIs for future monitoring
❑ Reviewing Org impacts of Service Delivery to the TA team and discussing with HR Leadership
❑ Kicked off RSI Implementation planning
❑ Kicked off preliminary vendor reviews to acclimate Technology Workstream to vendor landscape in TA space

DID YOU KNOW

❑ Over the past year, the Employee Referral Program (ERP) has encouraged existing staff to refer talented professionals to Yale. To date, 342 new employees have been added through referrals, of which 68 are New Haven residents!
❑ Do you ever want to search for a specific requisition by title or number quickly and are unsure how to search? The new STARS for Hiring Managers Guide can help you with this search.
❑ Looking for best practices on interviewing and evaluating a candidate? Need recruiting guidance on DEIB? Stay tuned. The New Hire Manager Toolkit and Hiring Manager DEIB Toolkit will be released in Q1 FY24

WHAT’S COMING

❑ June - August 2023
  ▪ Finalize Best Practices Interview Guide and Evaluation Tool
  ▪ Finalize DEIB Recruiting Practices Toolkit
  ▪ Finalize Org impacts of Service Delivery to the TA team and discussing with HR Leadership
  ▪ Finalize RSI Implementation planning
  ▪ Finalize preliminary vendor reviews to acclimate Technology Workstream to vendor landscape in TA space
  ▪ Finalize Change Management Plan

WHAT WE NEED FROM YOU

❑ RSI on Tour! If you would like the RSI Program Team to present at your team or leadership meeting, please send a request. We will provide an overview and project status to keep you informed.
❑ Be a Change Champion
  ▪ Stay engaged; ask questions
  ▪ Continue to share feedback about the impact of changes and on what works well and does not for your team
  ▪ Reach out with questions and recommendations
  ▪ Raise the RSI awareness to your teams; use the RSI website and the At-a-Glance