



The Recruitment & Retention Workforce News e-newsletter has been developed and is being piloted as a tool to increase the sharing of recruitment and retention practices and information across agencies within the State of Wisconsin. The newsletter will be emailed the first week of every other month, beginning in August 2007.

To sign up to receive this every other month, all you have to do is visit <http://workforceplanning.wi.gov/category.asp?linkcatid=2209&linkid=19&locid=14>, and follow a few simple steps (if you're not signed up already).

***Note:** *Unlike other listservs, the only messages that you should receive for signing up will be the first week of every other month when the e-newsletter goes out. This means that in the future when you receive the e-newsletter, you won't be able to reply directly to the listserv.*

- **Internship programs making a difference**

A topic that comes up frequently in recruitment and retention discussions is the potential upcoming retirement of the baby boomer generation. One creative way to address a situation like this is by partnering with universities or technical colleges to set up internship opportunities. The Department of Administration (DOA) did just that when it partnered with Madison Area Technical College (MATC) to develop the DOA/MATC Internship Program focused on the Information technology field. Below is a quick snapshot of the results of this internship program:

- 69 participants
- 18.9% racial/ethnic minorities
- 18.9% women
- 5.8% persons with disabilities

The program managers estimated that the use of internships saved the state at least \$500,000, and 34.8% of the affirmative action group members involved in the internship program continued on the path of state employment (either as Limited Term Employees or permanent state employees).

Source: DOA Intranet, "DOA Recognized for Diversity Achievements"

- **WI Jobs For WI Grads**

One recruitment source to keep in mind during your recruitment activities is WI Jobs for WI Grads. This website is FREE of charge to post-employment opportunities for students and alumni of all 13 UW System Schools (UW- Eau Claire, UW-Green Bay, UW-La Crosse, UW-Madison, UW-Milwaukee, UW-Oshkosh, UW-Parkside, UW-Platteville, UW-River Falls, UW-Stevens Point, UW-Stout, UW-Superior and UW-Whitewater). In addition to posting employment opportunities for internships, full-time employment, and co-operative education programs, the site also allows for you to request resumes of potential applicants or interns for your positions. To learn more about the site, visit <http://www.wijobs4wigrads.com/>.

**Note: Similar sites exist for both the technical college system (<http://www.wisconsintechconnect.com/>) and Wisconsin's private colleges (<https://www.myconsortium.com/wipcccjobs/employer/>).*

- **Additional exposure of job opportunities with the State of Wisconsin**

As was mentioned in the October edition of the E-newsletter, all jobs that are listed on Wisc.Jobs as "open" in the area of competition section of the announcement have been receiving a little additional exposure, as they are being copied to both the *Milwaukee Journal Sentinel's* job site (www.jobnoggin.com) as well as [Monster.com](http://www.monster.com) free of charge. The opportunity to have these jobs copied to these two sites has provided some interesting data on the amount of additional exposure that this brings to the Wisc.Jobs website and the job postings for the State of Wisconsin. For example, there have been over 115,000 viewings of State job listings on these two sites since September with the average job being viewed 178 times. Each one of these views provides an additional opportunity to brand Wisc.Jobs as well as jobs with the State of Wisconsin to potential job applicants.

- **Upcoming career fairs**

Throughout the year, representatives from the Office of State Employment Relations attend career fairs to promote employment with the State of Wisconsin. OSER representatives promote employment opportunities across all agencies and campuses. Agencies have the opportunity to send information and/or their representatives to such events with OSER. Additionally, if there are representatives from multiple agencies interested in attending such events, OSER can accommodate representatives on a first come, first serve basis. Agencies also have the ability to reserve their own booth and request to be placed next to OSER at these events.

To view the listing of fairs, click http://www.wisc.jobs/public/event_view.asp?eventid=58&evtype=2

One of the goals of this publication is to allow agencies to communicate best practices or successes they have had in recruitment and retention. If you have any information or successful practices that you would like to share, please contact Travis Dillon, Enterprise Recruitment Specialist, at Travis.Dillon@wisconsin.gov. In addition, feel free to pass this along to anyone with the State of Wisconsin that you feel might be interested in this information.