Human Resources

2023 Recruitment Update

NATIONWIDE TRENDS

Source: *The Quiet Crisis (NeoGov 2023)*

NUMBER OF **APPLICATIONS PER OPEN JOB** ARE DOWN BY **-56%** IN THE PUBLIC SECTOR
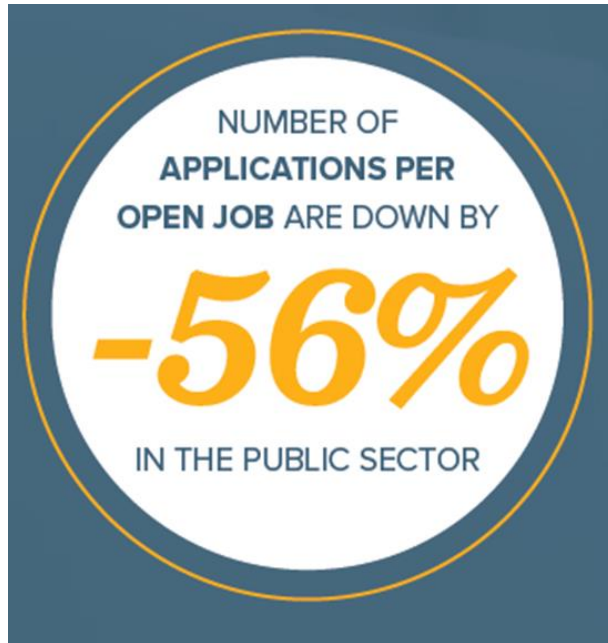
"Current candidates want higher pay, flexible work options, and more meaningful work, and they aren't afraid to leave for better opportunities elsewhere.
These new expectations have created a devastating cycle of labor shortages across the entire job market. Hiring is difficult for every organization today, but no group faces more significant challenges than the public sector."
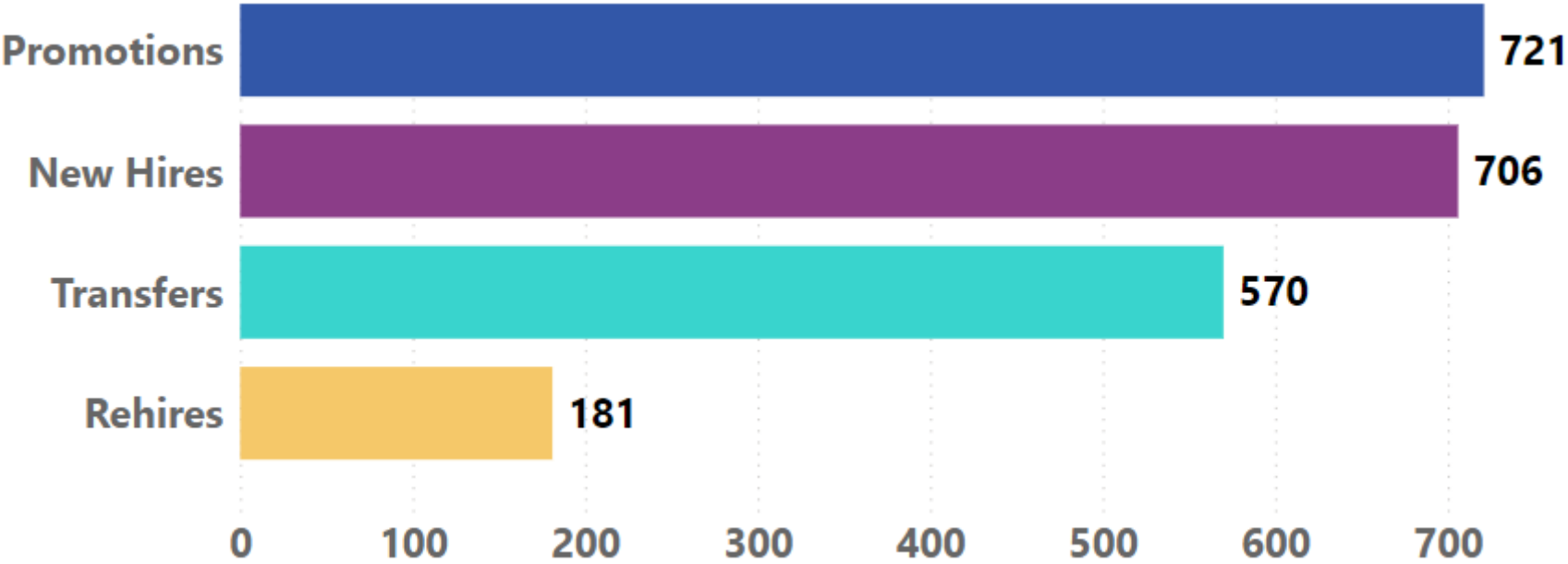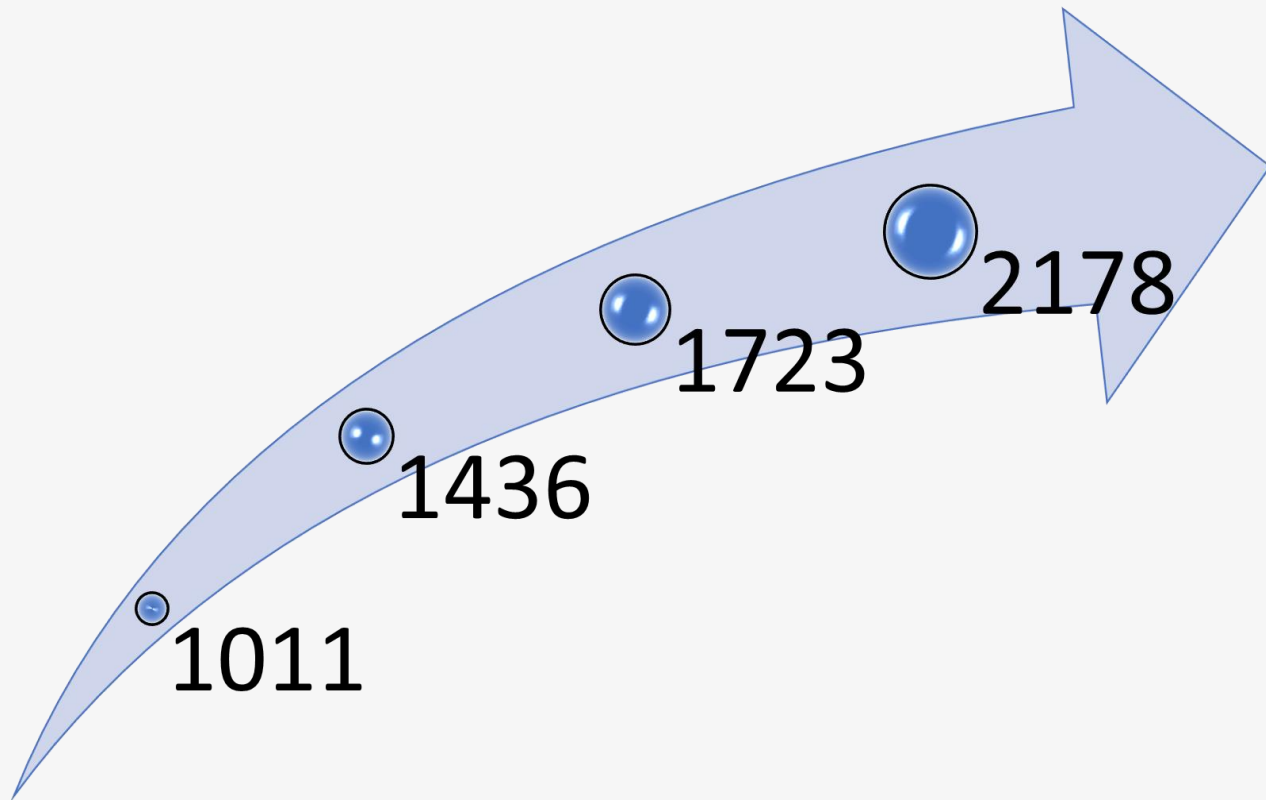
THE NUMBER OF **OPEN JOBS** ARE UP BY **45%** IN THE LAST YEAR FOR THE PUBLIC SECTOR
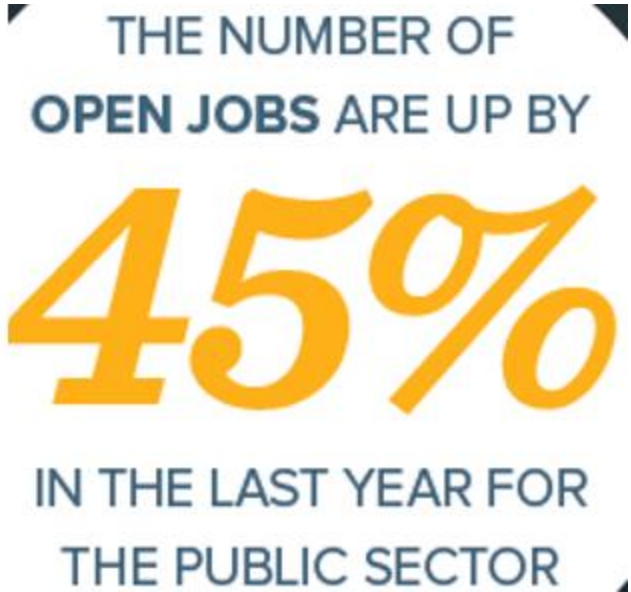
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FULL-TIME ROLES FILLED- 2023

2178 Filled Roles

41% External

Category	Value
Promotions	721
New Hires	706
Transfers	570
Rehires	181

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POSTIONS FILLED
2020 - 2023

Highlights Last 12 Months

- +22% more applications
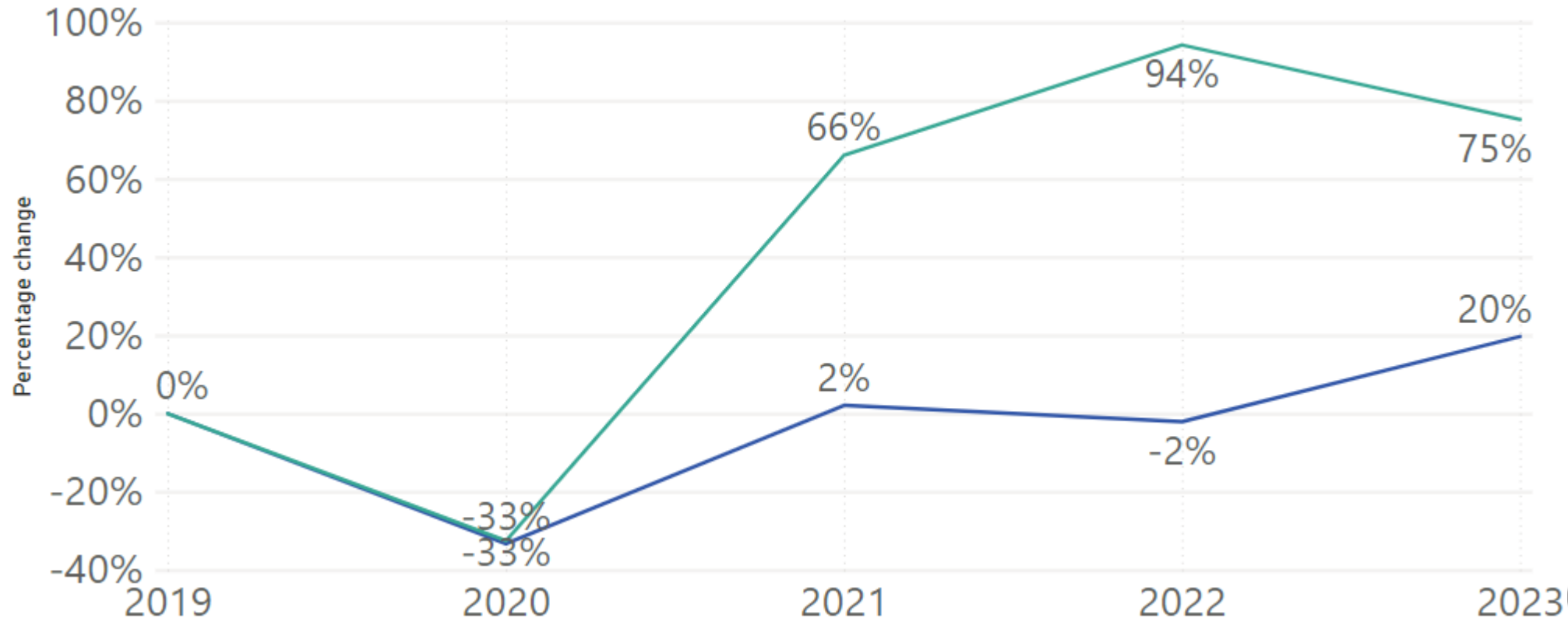- +35% more applications per posting
- +18% more candidates referred

1011
1436
1723
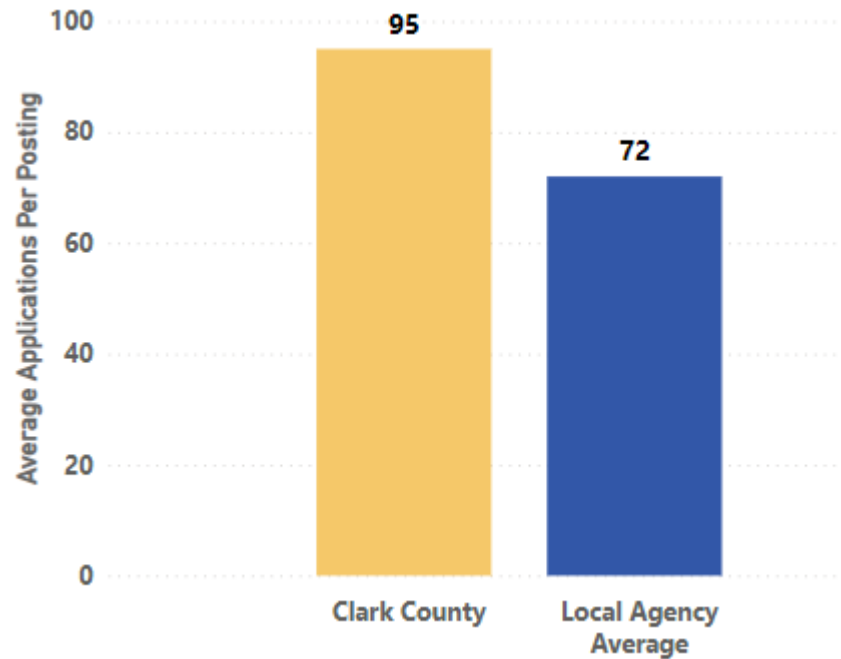2178

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APPLICATIONS VS JOBS
Compared to 2019

LOCAL AGENCY COMPARISONS - 2023

Applications Per Posting

Full Time Hires

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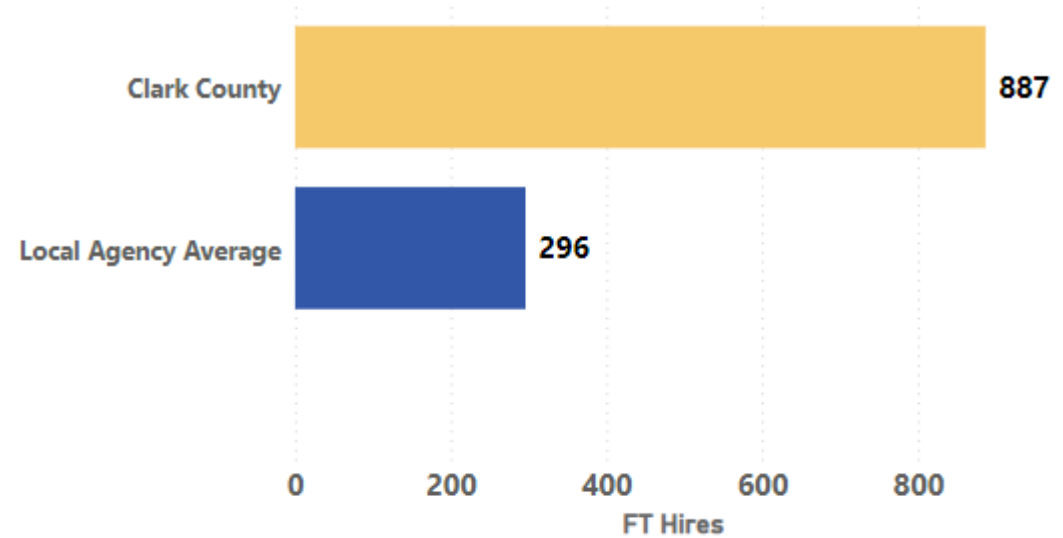
EMPLOYEE HEADCOUNT NET CHANGE
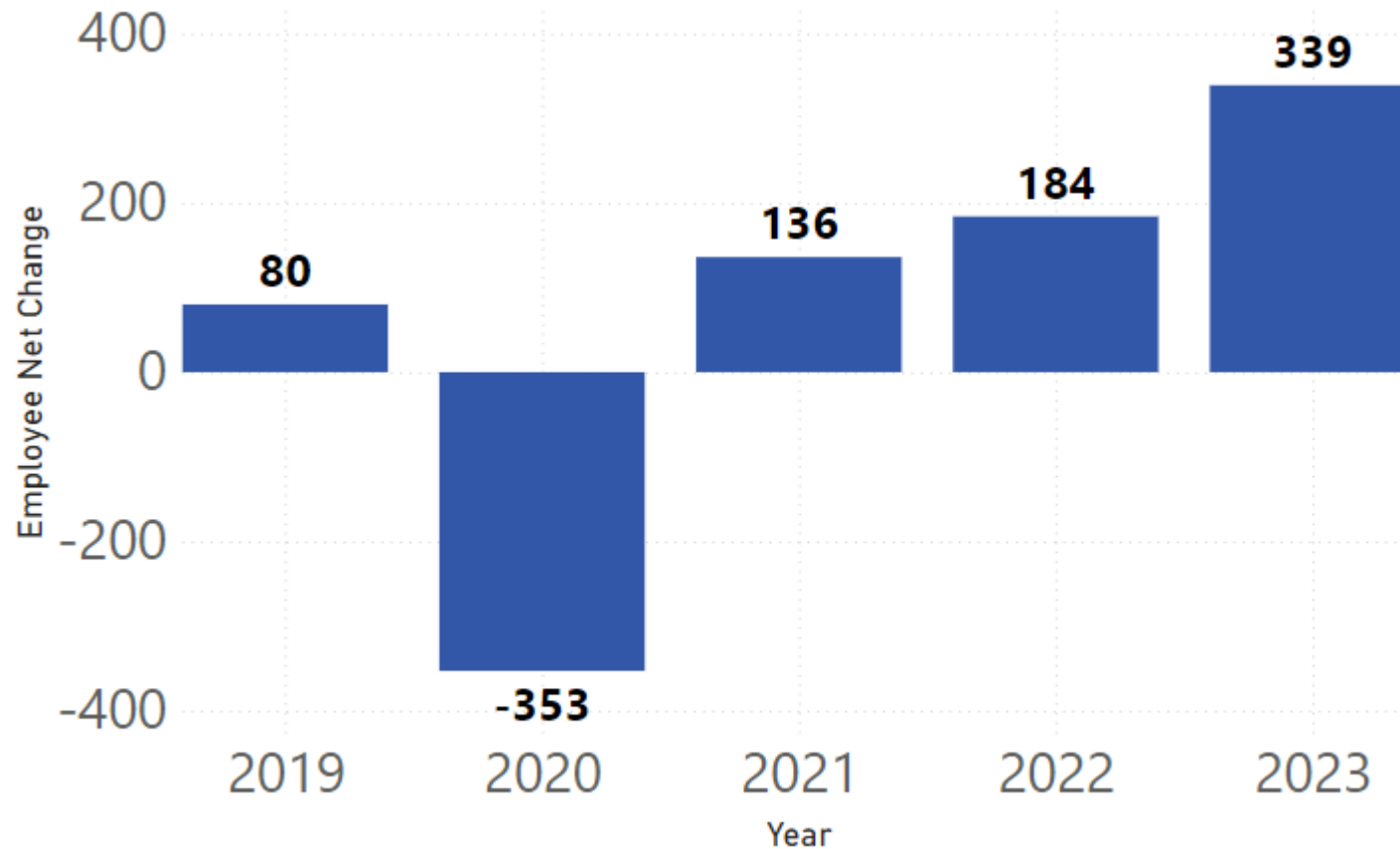
FT headcount +13% since 2020

AVERAGE RECRUITMENT TIMELINE

HR & Departments | Human Resources | Departments

Eligible List

Posting Opened

Offer

Req Created | 68 days | 16 days | 5 days | 13 days | 23 days | 36 days | Hired

Posting Closed

Referred

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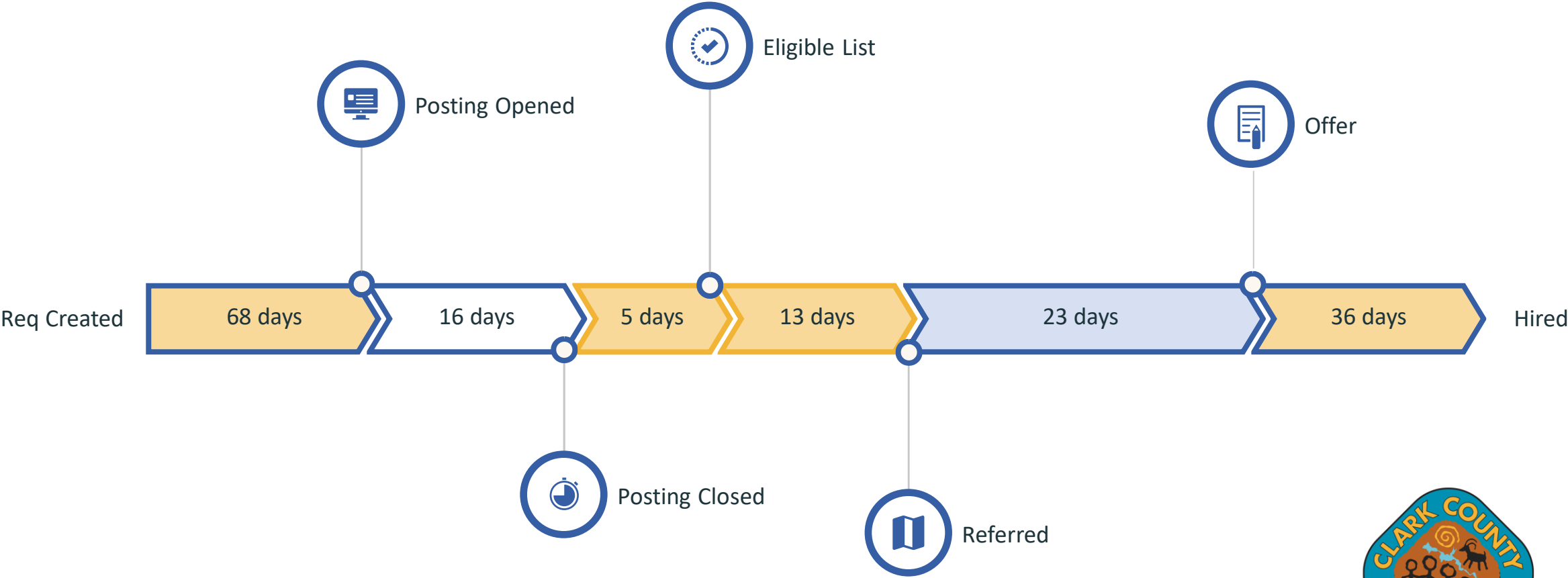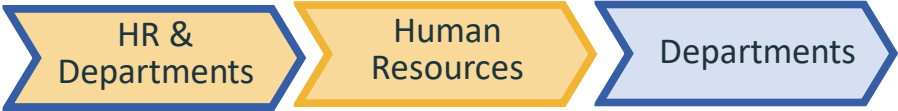
Collaboration Until Posting

Average 68 days

Department

Provide Minimum Qualifications

Provide accurate information on what qualifications should determine eligibility

Finalize Assessment

Finalize assessment questions to be asked on the application that will determine top candidates

Determine the interview questions/panel/dates

HR/Recruitment

Update Qualifications

Review past postings, provide recommendations to the department, and update any changes to the job description

Create Posting

Provide guidance to departments on best questions to ask and update the job posting

Review Eligible List

Review past eligible lists to determine if there are any qualified candidates we can invite to interview

Req Created → Posting → Eligible → Referral → Interview & Offer → Hired

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Posting

Average 16 days

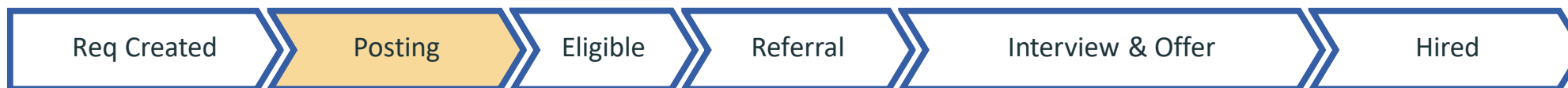| Department	HR/Recruitment
No Action No action needed while job is posted	**No Action** No action needed while job is posted

Personnel Directive No 2.0 and CBAs
- Departmental – Minimum of 7 days
- Countywide – Minimum of 14 days
- Open-Competitive – Minimum of 14 days
- Continuous

Req Created → Posting → Eligible → Referral → Interview & Offer → Hired

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Creating the Eligible List

Average 5 days

Department

No Action

No action needed from the department to create an eligible list

HR/Recruitment

Review Applicants

All candidates are reviewed to determine if they meet the minimum qualifications

Send Rejection/Qualified Emails

Trigger the system to send emails to the candidates to provide updates on their eligibility status

Review Appeals

Candidates may appeal qualification determinations which are then reviewed by a committee in HR

Req Created → Posting → Eligible → Referral → Interview & Offer → Hired

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Eligible to Referred List

Average 13 days

Department

No action

No action needed from the department to create a referred list

HR/Recruitment

**Applicant Selection**

Eligible candidates are reviewed to determine the top candidates to be referred to the department

Assessment Review

Review answers to the supplemental questions to determine profile strengths

Refer List

Provide the department with a list of top candidates for them to interview

Req Created → Posting → Eligible → Referral → Interview & Offer → Hired
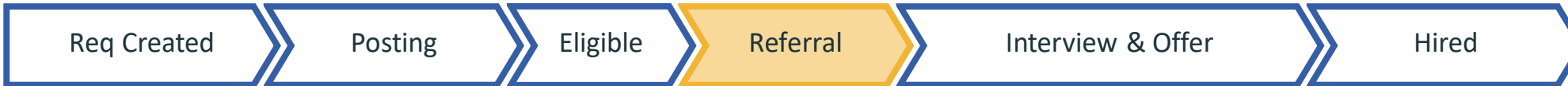
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Referred List to Offers

Average 23 days

Department

Schedule and facilitate the first round of interviews

Schedule and facilitate the second round of interviews

Negotiate and extend an offer

HR/Recruitment

No Action
Human Resources is available to assist as needed

Req Created → Posting → Eligible → Referral → Interview & Offer → Hired

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Offer Until Hired

Average 36 days

Department

Determine a start date

Notify HR to start the background check process

Notify onboarding to start the onboarding process

HR/Recruitment

Process the background check

Req Created | Posting | Eligible | Referral | Interview & Offer | Hired

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IMPROVED DEPARTMENT COLLABORATION

areas where we are partnering with departments to decrease time to hire

Multi-departmental hiring

Hiring Manager Tools and Training

Concierge services for departments

Review Minimum Qualifications to identify STARs

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S.T.A.R. CANDIDATES

Skilled

Through

Alternative

Routes

~75% of our population are STARs

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NEW TACTICS – 2024

areas where HR is creating new ways to increase applicants and decrease time to hire

Employee referral

Utilize data to strategically plan talent management

Full-cycle recruitment and sourcing support

New website launch and virtual events

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PUBLIC SERVICE CAREER FAIR
November 9, 2023 | 10:00 a.m. - 2:00 p.m.

Featuring CAREER Talks
Information Sessions to Guide You in Your Job Search

10:30 a.m. - 10:45 a.m.
Reasons to Work in Public Service
Presented by Curtis Germany, Human Resources Director
Clark County

11:15 a.m. - 11:30 a.m.
How to Prepare for a Job Interview in Public Service
Presented by Mai Wortman, Talent Acquisition Manager
City of North Las Vegas

12:00 p.m. - 12:15 p.m.
Tips on Reviewing Public Service Job Postings
Presented by Timothy McGinnis, Organizational Development Analyst
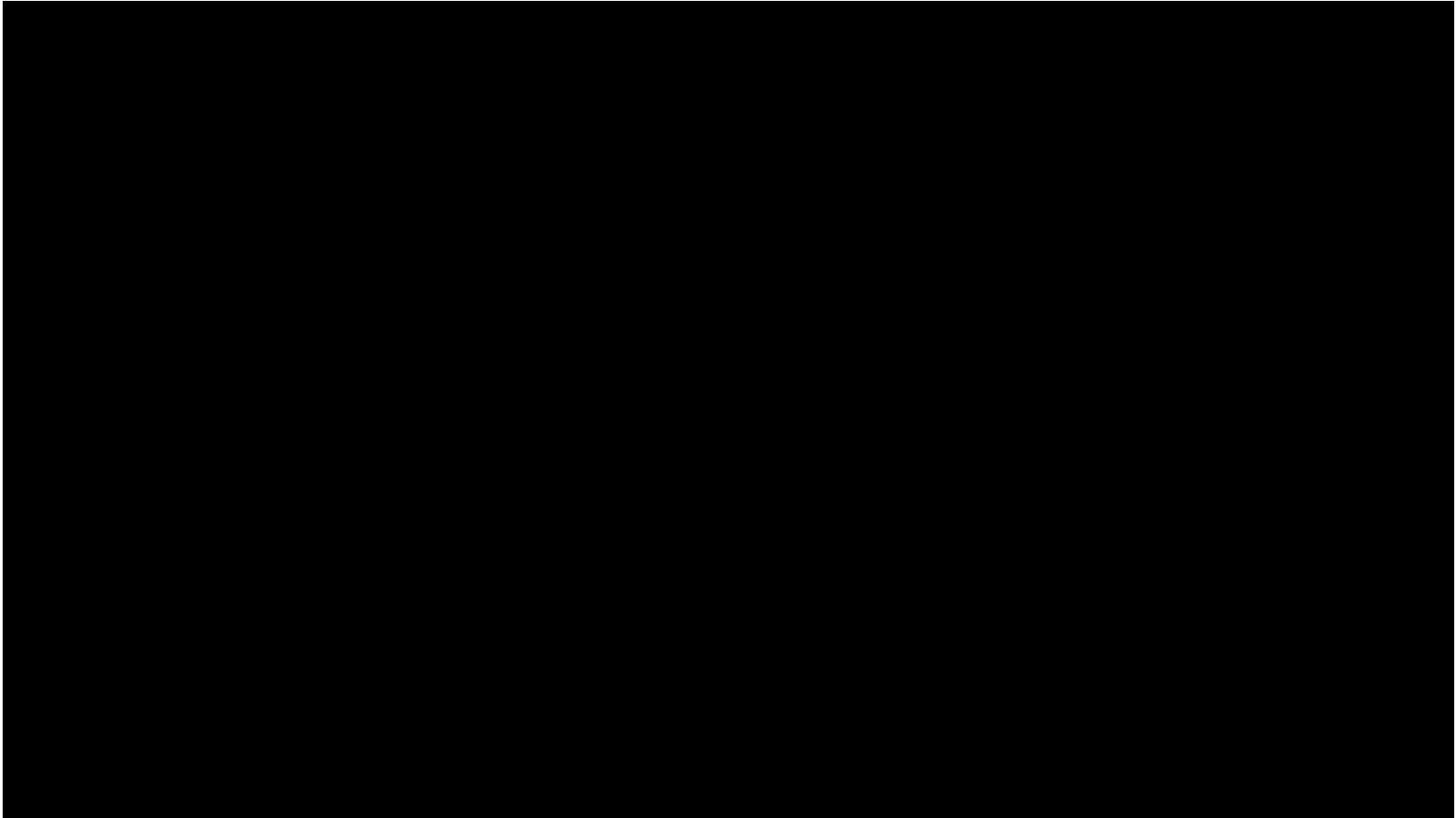RTC of Southern Nevada

CAREER FAIRS

Attended a total of **17** career fairs

- Hosted 2 public service career fairs
  - **266** attendees in April
  - **1061** attendees in November, a **299%** increase from April
- Hosted 5 virtual career fairs

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HIGH SCHOOL SUMMER INTERNSHIP OPPORTUNITIES

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Summer Business INSTITUTE

Paid internship, on-the-job training, financial literacy and professional development workshops, and scholarship opportunities!

REQUIREMENTS
2.0 cumulative GPA
Current high school sophomore, junior, or senior
Must be age 16+ or turn 16 by June 10, 2024

8 WEEKS PART-TIME
JUNE 2024–JULY 2024

- $12 Per Hour
- Mon - Wed: 8 Hours
- Thurs: Virtual Workshops
- Application Deadline: Mar 12

MORE INFO:
cchrvirtualevent@clarkcountynv.gov
702.455.4565
www.clarkcountynv.gov

TO APPLY,
SCAN QR CODE OR
GO TO: BIT.LY/SBI2024

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Thank you!!!!

CLARKCOUNTYNV.GOV/CAREERS