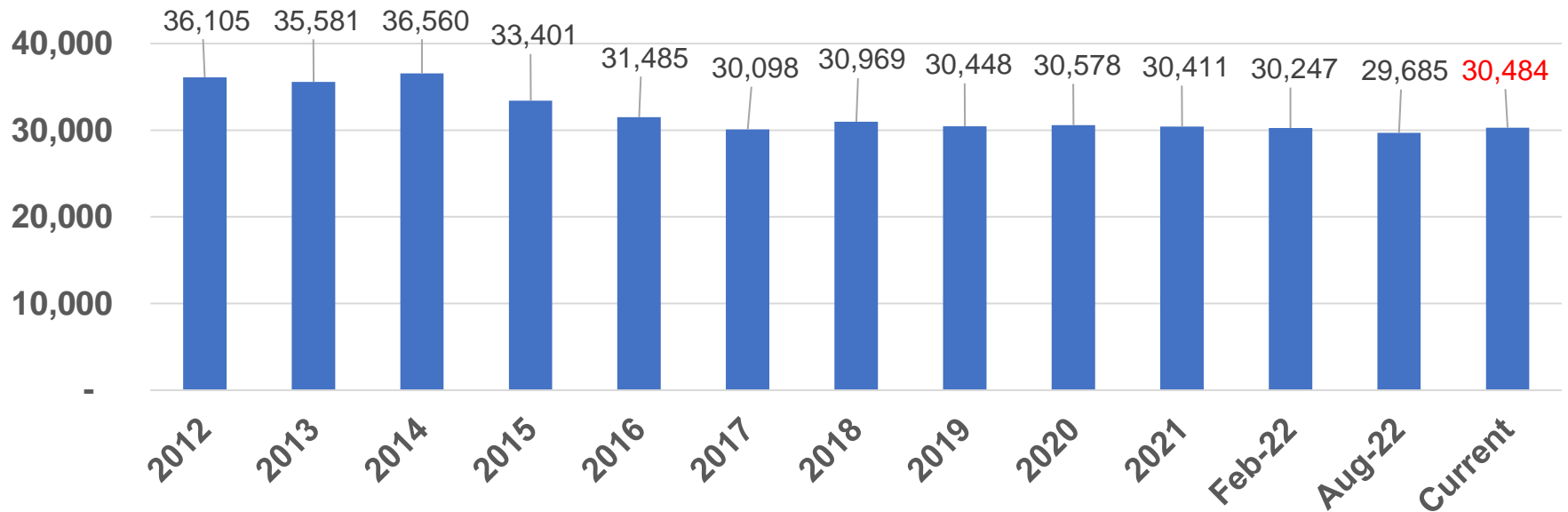


State of Connecticut HR Update

December 7, 2022



The Size of the State Workforce Remains Stable (Executive Branch Only)



Ongoing Recruitment Efforts

- DAS running paid ads on Facebook/Instagram for the last month to showcase our jobs page, and to a prefiltered list of high need jobs, including Nurses, Physicians, Psychiatrists, Social Workers.
- Billboards are featuring direct care workers on main state highways highlighting how rewarding it is to serve the state and others. Digital ads are being launched with the same message as well.
- Running paid ads on radio, streaming services, Google, and print; broadcast TV in November. To run in English and Spanish, with additional ads in specific publications and locations in Polish, Portuguese, and Haitian Creole.

Ongoing Recruitment Efforts cont'd

- Indeed partnership to promote hardest to fill roles is live.
- Go live for new webpage for JobAps (aka Online Employment Center) is imminent.
- Use of licensing information to directly contact passive candidates and recruit for hard to fill roles
 - (Example: Contacted all RNs in CT – 85,000 RNs).
- Expansion of job fair and digital recruitment.
- Exploring options to secure a healthcare headhunter.
- Review of existing nurse staffing contracts.
- Implementation of the newest “5-Families” stipulated agreement: OLR managing transfer events.
- Building of staffing units at 24/7 agencies and associated selection/hiring process improvement/standardization.
- Staffing dashboard build update.

New Initiatives

- "Hiring 101" Custom LinkedIn Learning training path to help hiring managers navigate the process.
- Custom LinkedIn Learning training path to help hiring managers create a LinkedIn profile and understand utilization.
- Legislative proposals for:
 - Background checks – enabling DAS to work on the content
 - Changes to the State Personnel Act to:
 - Reduce statutorily mandated timelines
 - Increase flexibility and decision-making capability for appointing authorities
 - Reduce requirements.
- Exploring options to reduce attrition/improve retention.
- Development of registry of nurses working in non-clinical roles across State government.

New Initiatives cont'd

- Development of apprenticeship pilot program with DOL.
 - DMHAS facilities
 - ASNs
- Development of pipeline between State government and CT's healthcare ed programs.
- Improving collaboration with OWS healthcare initiatives / Career Connect.
- Opening discussions for healthcare agencies' resurrection of resident programs.
- Continuing communication/education on newly implemented collective bargaining agreements.