State of Connecticut

Department of Administrative Services

Talent Solutions
Recruitment and Exams

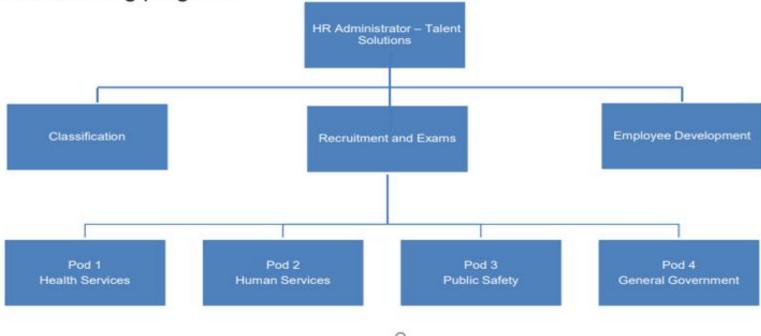
Partnerships





Talent Solutions – Who we are

This functional area will be responsible for the State Executive Branch's overall talent acquisition strategy, the recruitment and examination (to include shortlisting) of job applicants, the administration of statutory and negotiated job placement rights, the classification and compensation system, and the coordination and development of statewide learning programs.





What do we do

Talent Solutions Recruitment & Exams

- ☐ Applicant Tracking System (JobAps) Overall administration
- Partnerships
- Digital recruiting
- Employer branding
- Outreach
- Sourcing
- ☐ Job openings
- ☐ Administer Appeals process
- ☐ Certifying eligible lists
- Shortlisting
- Applicant support





Framework:

- Job titles available including Cooperative Education Intern
- Partnerships with colleges
- Budget



UCONN UNIVERSITY OF CONNECTICUT

COLLEGE OF LIBERAL ARTS AND SCIENCES

Department of Public Policy



Types of outreach

- Community based organizations
- Social Media
- Professional organizations
- Colleges and Universities
- Career Fairs/ Virtual & in-person
- Agency communication upward mobility







Community based organizations

All of the following organizations are contacted for every job we post:

gency
ommission on Women, Children, Seniors, Equity and Opportunity
pper Albany Main Street
outhern Connecticut Black Chamber of Commerce
atino Community Services
HRO
reater Bridgeport Latino Net
rban League of Greater Hartford
rban League of Southern CT
ity of Hartford
sian Family Services
IC of New London
ommunity Renewal Team
lational Organization for Women
an Juan Center Inc.
IAACP – Bridgeport Branch
IAACP – New London Branch
IAACP – Greater Hartford Branch



Samples of outreach to community organizations:

- Advocacy Unlimited
- Seniors Job Bank of Connecticut
- ESGR Military Veterans Outreach
- Manchester Community College, Career and Veterans Services
- Community Partners in Action
- Bridge to Independence & Career Opportunities (TBICO) – Danbury
- Thames Valley Council for Community Action -Norwich/New London
- YWCA in New Britain
- YWCA in Hartford
- Disabilities Network of Eastern Connecticut
- Connecticut Council on Developmental Disabilities
- Independence Northwest
- Association of People Supporting Employment First
- Kuhn Employment Middletown, CT
- Sheldon Oak Central
- Capitol Workforce Partners

Libraries:

Bethany, Bloomfield, Columbia, Clinton, East Lyme, Easton, Essex, Fairfield, Hamden, Ledyard, Litchfield, Middletown, Newtown, North Haven, Norwich, Rocky Hill & Waterford





Sampling of outreach to specific professional organizations

Legal outreach:

- CT Asian Pacific American Bar Association
- Hispanic National Bar Association
- The National LGBT Bar Association
- National Black MBA Association
- George W. Crawford Black Bar Association



Building Architecture Engineering:

- Connecticut Housing Finance Authority
- Minority Construction Council
- National Society of Black Engineers
 UConn
- Women's Transportation Seminar –
 CT Chapter





Community Partnerships





CTHires



To see all employment details and résumés, job seekers and employers, you must register.

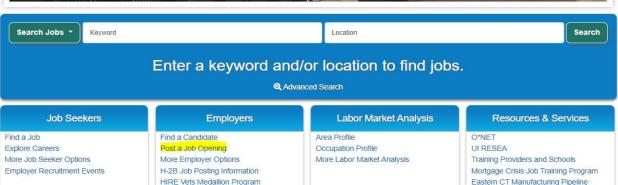
Initiative

f y in



En Español







Sourcing using Social Media Channels

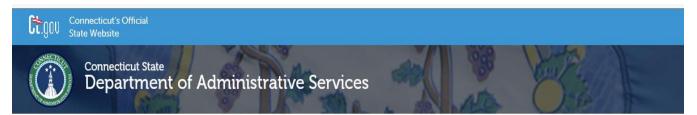
















Job Openings		Follow us f 🗹 in 🖸	
	NECTICUT EXECUTIV		
ONLINE	EMPLOYMENT CENT	ER	
Not sure how to get started? Check out the	Applicant Tips on How to	Apply	
To locate current job openings of interest, yo Keyword, Location, Agency, Recruitment Typ			
openings, select Interest Cards from the mer		,,,	
Learn about our employer value proposition they MAKE AN IMPACT!	, watch our employees s	peak about their careers and how	
Q Narrow Your Job Search	How do I	Choose a Help Topic ▼	





https://www.linkedin.com/company/stateofconnecticut



State of Connecticut

The State of Connecticut Executive Branch

Government Administration · Hartford, Connecticut · 9,145 followers

About us

This is the official page of the Department of Administrative Services (DAS), State of Connecticut's Executive Branch Job Openings. DAS has implemented a new Online Applicant Tracking System allowing applicants to create an online application and apply to Job Openings with a click of a button.

If a competitive job requires an examination, the exam will now be part of the job opening process.

MAKE AN IMPACT

Joining our workforce enables you to take care of our State and have a positive impact on our communities. From Norwalk to Norwich and Hamden to Hartford, thousands of dedicated people are working hard every single day to serve our citizens and keep Connecticut an exceptional place to build a career and life you'll love.

MEANINGFUL WORK

Serving the public is an important and rewarding profession. Every single day is an opportunity for you to positively impact the lives of Connecticut citizens and gain experience.

LIMITLESS OPPORTUNITIES

As the largest and most diversified employer in Connecticut, you can do almost anything working with us. No matter what your field is, from biochemistry to information technology, engineering to law enforcement, nursing to social work, you can find a career path that resonates with you.

WORK/LIFE BALANCE

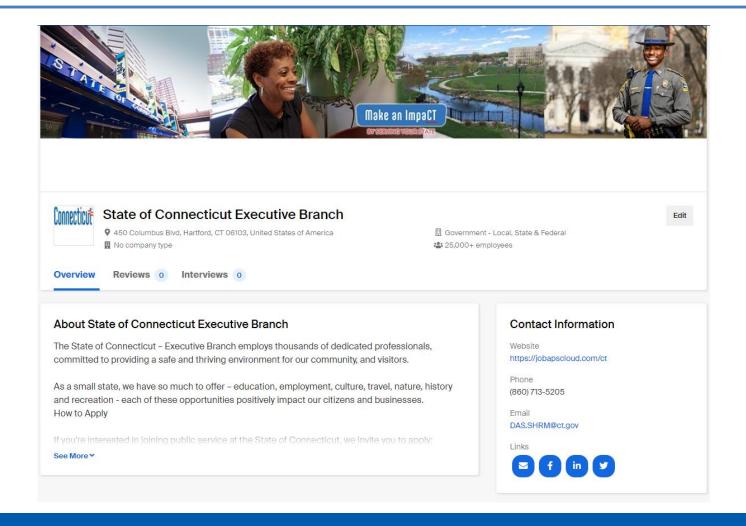
Many of our jobs provide a balanced work schedule so you may enjoy life. You'll earn a competitive benefits package that includes healthcare coverage, holidays, and many types of leaves.

HIRING FOR DIVERSITY AND FRESH PERSPECTIVES

Whomever you are, if you want to make a positive contribution, we have a role for you. We recognize and value the business case for diversity, how diverse workplaces better represent our citizenry, increase viewpoints and experiences, and improve service delivery.



Handshake







Connected with Historically Black Colleges



Claflin University Top 10 HBCU



Howard University

Top 150 National Universities



Clark Atlanta University

#19 Historically Black Colleges and Universities



Morehouse College

#4 Historically Black Colleges and Universities



Delaware State University

#14 in Historically Black Colleges and Universities



North Carolina Central University



Fisher College

Top 50 Regional Colleges North



Xavier University of Louisiana

#6 Historically Black Colleges and Universities



Florida Agricultural & Mechanical University





Colleges with high percentage of Asian-American & Pacific Islander students



Stony Brook University

Top 40 Public Schools (National)



University of California San Diego

Top 50 National Universities



Carnegie Mellon University - CMU

#6 Undergraduate Engineering Programs



University of the Pacific

University of the Pacific



Massachusetts Institute of Technology

#3 National Universities



University of California, Los Angeles

#2 Top Public Schools



Handshake

Colleges with high percentage of Latino students



University of Puerto Rico - Rio Piedras Campus (School of Business Administration)

University of Puerto Rico



California State University, San Bernardino #23 Top Public Schools (National)



Texas A&M International University

Texas A & M International University



California State University Los Angeles - Cal State LA

Top 150 Business Universities



Texas A&M University-Kingsville

Top 150 High School Counselor Rankings



Our Lady of the Lake University

Top 100 Universities West



California State University, Dominguez Hills



Career Fairs Attended since Centralization

10/16/2020 – Disability Job Fair

11/04/2020 - SCSU Job Fair Government & Social Services

11/09/2020 – St. Joseph University Nursing Career Fair

02/09/2021 – CCSU job fair

02/23/2021 – Tufts University Graduate Health & Sciences

02/24/2021 - UMass - STEM Job Fair

03/03/2021 - SCSCU Job Fair

03/17/2021 - Albertus Magnus

03/30/2021 - Post University

09/07/2021 - Veterans & Diversity-Hiring Expo Dillon Stadium Hartford

09/24/2021 - Western New England University STEM

09/28/2021 - University of Connecticut

09/29/2021 - Fairfield University

10/07/2021 - Western Connecticut State University

10/12/2021 - Central Connecticut State University

10/19/2021 - Post University

11/3 & 11/4/2021 - Connecticut League for Nursing

11/16 & 11/18/2021 - Goodwin University

11/29/2021 - WomenHack Information Technology





Questions, Sharing & Suggestions



