

HR Community of Practice

November 3, 2021

2:00 PM-3:00 PM



UNIVERSITY OF
OREGON

Human
Resources

Talent Lunch and Learn: Weekly Drop In For Search Chairs and HR Admins

Every Wednesday from noon to 1 p.m. All search chairs, search committee members, and HR admins are welcome to attend—no registration needed.

Team up with Risk Management 2021

Thursday, November 4, 9:30AM-11AM

New Employee Orientation: You @ UO

Thursday, November 4, 3PM-4:30PM

Integrating Mental Health Strategies into Workplace Wellness Initiatives

Tuesday, November 9, 9AM-10AM

Change & Ambiguity in the Workplace

Wednesday, November 10, 10AM-11:30AM

Applying Veteran's Preference in Recruiting

Wednesday, November 10, 1PM-2PM

Three Steps to Concur Success

Wednesday, November 10, 10:30AM-12PM

Mindfulness and Resilience: Tools for HR Professionals

Thursday, November 18, 11AM-12PM

1-9 Employment Eligibility Workshop

Wednesday, December 1, 10AM-11:30AM

Injury Prevention & Worker's Compensation Supervisor Essentials

Thursday, December 2, 9AM-11AM

Coming in December

HR Community of Practice Professional Development Session

The session date and description will be shared next week in our HRCP follow-up email



Agenda

- **Recruiting in the Current Labor Market**
Nancy Nieraeth, Director, Talent Acquisition
- **MyTrack Update – Fixed Term Appointments**
Jenna Rakes, Associate Director, Talent Acquisition
- **Return-to-Work Process for Symptomatic Employees**
Jason Vartanian, Affirmative Action and ADA Specialist
- **HR Staffing update**
Mark Schmelz, CHRO and Associate Vice President
- **Question & Answer**





Recruiting in the Current Labor Market

Talent Acquisition Team

Wednesday, November 03, 2021

Training Agenda

- Employment trends and why we need to adjust
- What are we seeing in the labor market?
- Strategies you can use to improve your applicant pools
- Recruitment and Hiring Myths you may be hearing
- Q&A from Audience



Many Vacancies
+
Employment Trends
=
CHANGE

What we're seeing in the labor market

- Average applicant pools are smaller in MyTrack
 - January to October 2019: 31.58 avg applicants
 - January to October 2021: 15.65 avg applicants
- We are losing candidates to other employers
 - January to October 2021: 36% of applicants who withdrew did so due to receiving another offer
- Recent [Workable Survey](#):
 - 7 out of 10 respondents are either actively or passively looking for work
 - 54% started looking just in the last 6 months



Recommended Talent Strategies

- Pause to evaluate your needs in the current market
- Employee value proposition and active recruitment
- Streamline your search process and remove barriers



Pause to evaluate your needs...

- ~~I need someone who's done this work for 10 years~~
 - I need someone who can do this work
- Aim to make your pools as large and as diverse as possible
- Consider MQs and how people can meet them
- Make use of equivalency statements and preferred qualifications
- Consider:
 - Transferable skills and nontraditional career paths
 - How experience may meet needs in creative ways
 - Opportunities for remote work/hybrid work



Value proposition and active recruitment

- Selling benefits and retirement is not enough
 - Career progression
 - Development and training opportunities
 - Remote work
- Job ad can differ from PD
 - Work with your Recruitment Consultant to jazz up that ad!
 - Use parentheticals to explain terms and make things clear
- Use active recruitment strategies
- Reach out to Job Elephant for ad options
 - Including social media!



Streamline and remove barriers

- Consider application requirements and remove barriers
- Remember candidates are interviewing you too
- Be thoughtful about structuring your search process
 - Set meetings in advance
 - Consider wait times for applicants
- Communicate early and often in multiple modes
- Be ready for offers
 - Classified – request a range from Talent, request in advance
 - OA – know your approved range from CLCO, be prepared for a BFF evaluation if needed
 - Faculty – Pay action form is required on offer card



Need help? You're not alone!

- Reach out to your [Assigned Recruitment Consultant](#) via email or MS Teams
- [Recruitment and Hiring Website](#)
- [MyTrack User Guides](#)
- [Search chair drop in hours](#)
(Every Wednesday at noon)
- Email us! talent@uoregon.edu



Questions?



MyTrack Update – Fixed Term Appointments

Jenna Rakes, Associate Director, Talent Acquisition



UNIVERSITY OF
OREGON

Human
Resources

Return-to-Work Process for Symptomatic Employees

Jason Vartanian, Affirmative Action and ADA Specialist

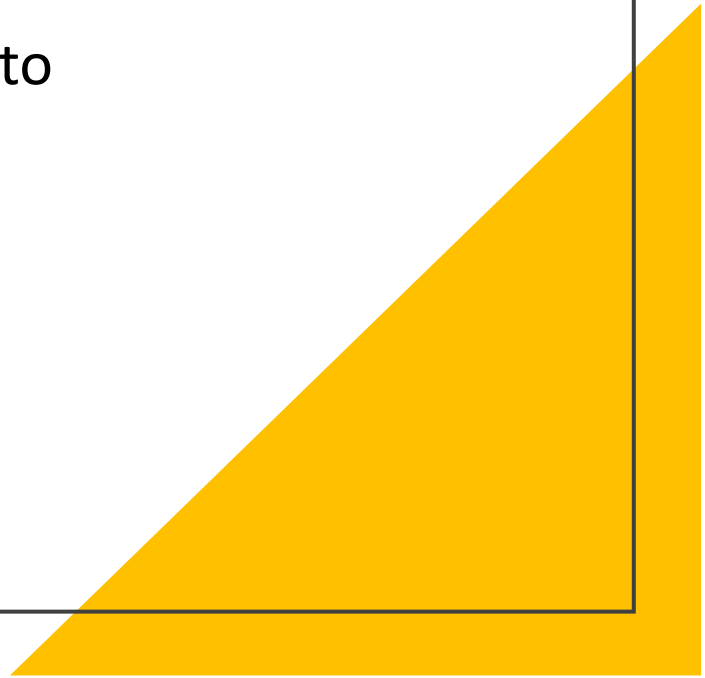


UNIVERSITY OF
OREGON

Human
Resources

When an employee experiences *any* symptoms associated with COVID-19...

...there are now 3 scenarios under which they may return to work on campus.



Scenario 1:

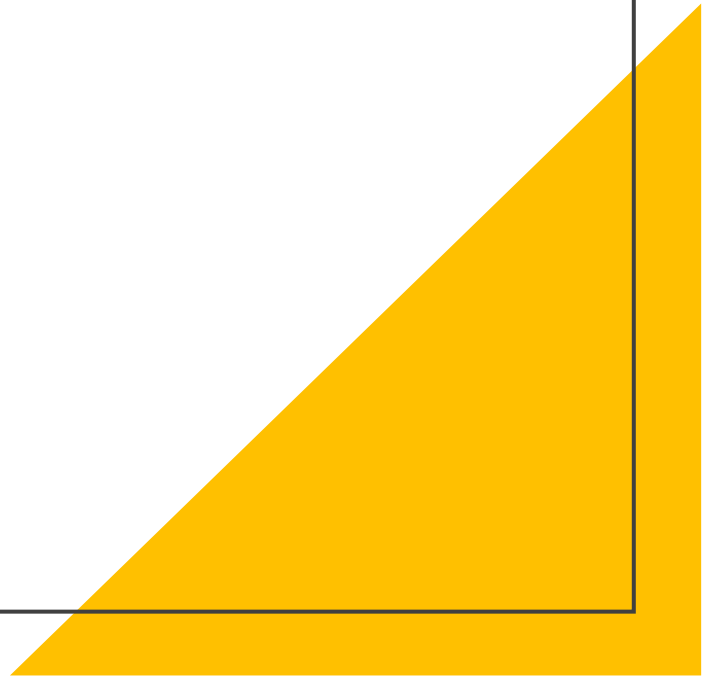
The employee has been fever-free for 24 hours, any other symptoms are resolving, and they obtain a negative PCR or NAAT COVID-19 test

- At-home tests do not meet this requirement
- If the employee is symptom-free, they may use the UO's MAP testing program free of charge

Scenario 2:

A healthcare provider has cleared the employee to return to work on campus

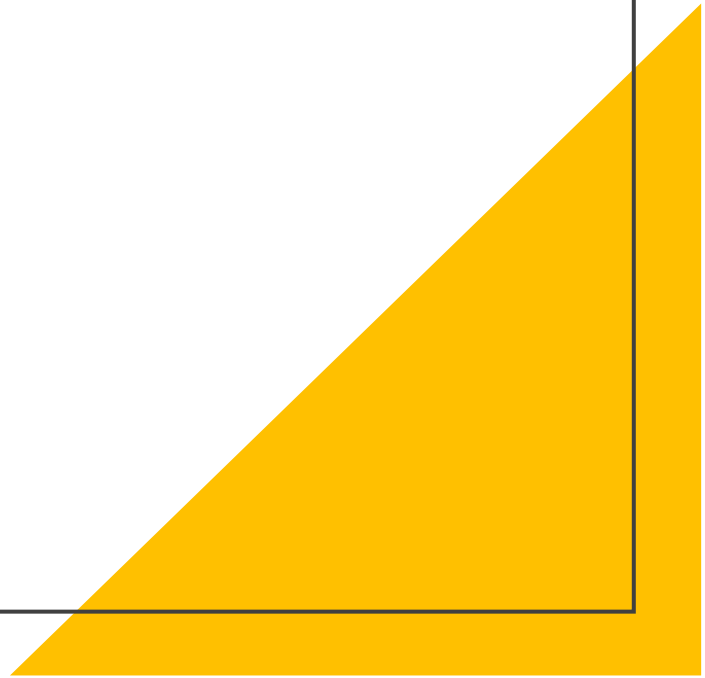
- A formal Return to Work Form is no longer required



Scenario 3:

10 days have passed since the symptoms began, the employee has been fever-free for at least 24 hours, and any other symptoms are resolving

- A negative test is not required in this scenario



Important Exception:

If the employee was recently exposed to COVID-19 and has one or more of the cardinal symptoms of COVID-19 (fever, cough, shortness of breath, or new loss of taste or smell), they must wait the full 10 days before returning to work on campus.



Questions?

Email HRCovidHelp@uoregon.edu

Visit HR's COVID-19: Symptoms and Return to Work website:

<https://hr.uoregon.edu/programs-services/covid-19-resources/safety-regulations-employee-guide/covid-19-symptoms-and-return>



HR Staffing update

Mark Schmelz, CHRO and Associate Vice President



UNIVERSITY OF
OREGON

Human
Resources

Questions and Answers

Please use the chat function in Zoom to submit questions - default to everyone so your questions are visible to all. Thanks!



**Thank you for attending today's
HR Community of Practice meeting.**

**The next HRCP meeting is scheduled for
Wednesday, December 1, 2021.**

