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| Recruitment Data Summary 2023 |
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| **Efforts and Challenges** |

**WA State dEPARTMENT OF wIDGET cOMPLIANCE Recruitment**

2023

Authored by:

Recruitment Data Summary 2023

**Efforts and Challenges**

**Executive Summary:**

The Recruitment Team continues to focus dedicated resources in an effort to identify viable candidates for Widget Maker vacancies across the state.

In the last five years, the Recruitment Team assisted in the identification of individuals to fill positions at several of our facilities. These successes were achieved through focused marketing campaigns, cold calling of passive candidates and presenting Department of Widget Compliance as an employer of choice at numerous conferences and career events.

**Recruitment Efforts:**

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| The following table is a compilation of resources currently utilized by the Recruitment Team to market our critical Widget Maker vacancies to potentially viable Widget Maker professionals. These channels have proven to be successful in attracting inquiries from potential candidates; however, the team continues to evaluate additional marketing and outreach channels.  |
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| Careers.wa.gov | Department Of Widget Compliance website/jobs |
| Healthecareers | AllWidgetCarejobs.com |
| Practicelink | American College of Widget Makers |
| American Widget Association Alliance | WidgetHunters.com |
| Student Widget Network | WMsearch.com |
| National Society of Widget Makers | WIDGhunting.com |
| CareerWM.com | University of WA School of Widget Compliance |
| Loma Linda School of Widget Making | Oregon Widget and Sciences University |
| UC Berkley School of Public Widget Makers | Widget Makers Unite |
| 3Net.com | Gojobs.com/WidgetMakers |
| Canadian Widget Association | Google |
| Seattle Times/NW Jobs | LinkedIn |
| The Ladders | indeed |
| Simplyhired.com | Topusajobs.com |
| National Widget Compliance Officers  | Widget Makers Networking |
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| Candidate Activity The successes we have seen as we have worked to fill these positions have come with significant challenges. We have interacted with many more applicants than we have been able to hire.

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| Location | **Candidate** | **Year** | **Outcome** |
| **Location A** | Suzie Smith | 2012 | Not selected, license issues |
|  | John Smith | 2012 | **Hired** |
|  | Steve Smith | 2012 | **Hired,** Transfer from Location E |
|  | John Doe | 2012 | Withdrew, not ready to relocated |
|  | Suzie Doe | 2012 | Not Selected |
|  | John McDoe | 2014 | Withdrew, accept other offer |
| **Location B** | Smith Jones | 2011 | Withdrew, stay in current city |
|  | John Spratt | 2012 | Withdrew, stay in Ohio |
|  | Jack B Nimble | 2014 | **Hired, on-call** |
|  | Jack B. Quick | 2014 | **Hired, Transfer from Location D** (New $$ Rate) |
| **Location C** | Mary Lamb | 2012 | Withdrew |
|  | Ronald Jone | 2013 | Not selected, license issues |
|  | John F. Que | 2014 | **Hired,** (New $$ Rate) |
| **Location D** | Suzie Doe | 2011 | **Hired** (supervising) |
|  | John McDoe | 2012 | **Rehired as Director** (New $$ Rate) |
| **Location E** | Sara Smith | 2010 | Withdrew, Pay too low |
|  | Singa Norman  | 2013 | **Hired**  |
|  | David Fodeman | 2013 | Interviewed, not selected |
|  | Saroja Donald | 2015 | **Hired, resigned 2013. Accepted new position with more pay** |
|  | Jason Snell  | 2016 | Interview pending |

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External Salary Information – Employees leaving for higher salaries doing same/similar work.

(Some examples are: information provided by employee exit interviews; a candidate declines offer due to offer of higher salary elsewhere)

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| **ENTITY FOR WHICH THE EMPLOYEE DECLINED OFFER**  | **SALARY OFFERED AT NEW ENTITY** | **COMMENT** |
| *Department Of Widget Compliance Staff Widget Maker* | *$14,856* | Information from Exit survey |
| *Department Of Widget Compliance Director* | *$16,320* | Candidate declined offer due to higher salary offer |
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# Vacancies as of 11/1/2016 (Do not include those purposely held vacant and not filling)

 **Facility Requisition # Vacancy Date**

* **Location A** (1) 2014-08044 LA63 09/01/2014
* **Location B** (1) Staff Widget Maker LB55 07/24/2015
* **Location C** (.5) 2015-09586 LC92
* **Location D** (1) 2011-06673 LD82 08/08/2011
* **Location E** (1) *(new)*  11/03/2015