



Hiring Innovations

Los Angeles County Management Council
June 6, 2019

Los Angeles County Employment Trends 2019

Unemployment 4.6%



Labor Force (20,000)



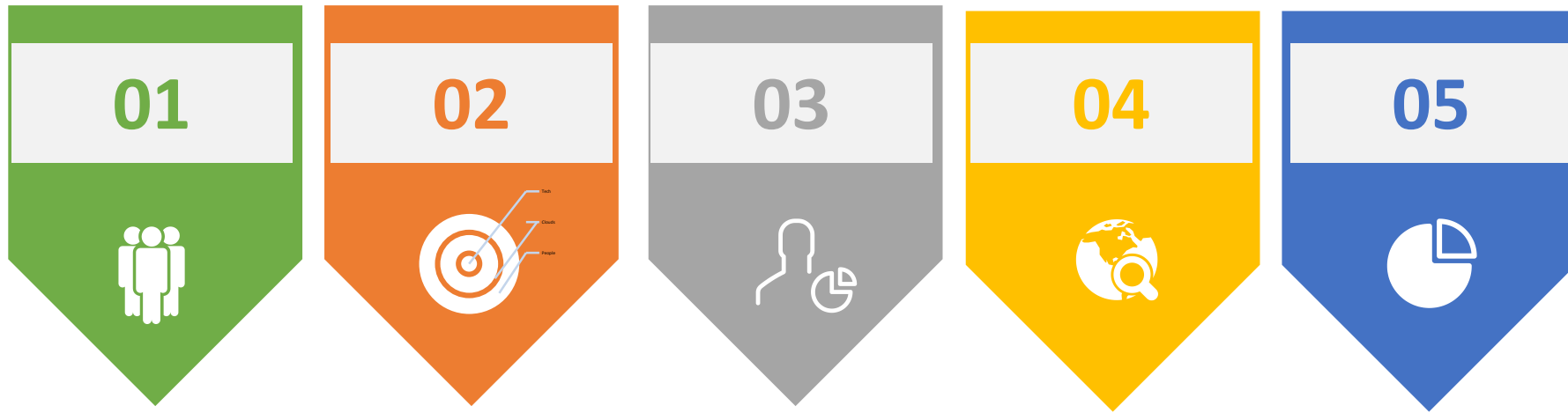
New job rate (non farm) 1.3%



- Health care
- Social assistance



Hiring Innovation Project



**Countywide
Process Flow**

**Recruitment
Marketing**

**Hiring
Techniques**

**A Deep
Dive**

**Operational
Metrics**

Hiring Process

- **Processes Aligned with the Business**
 - Civil Service Rules
 - Candidate Communication
 - Technology Use
- **Cost and Efficiency vs Candidate Experience**
- **Proactive Management of Applications**
 - Decreasing unqualified
 - Managing process through technology

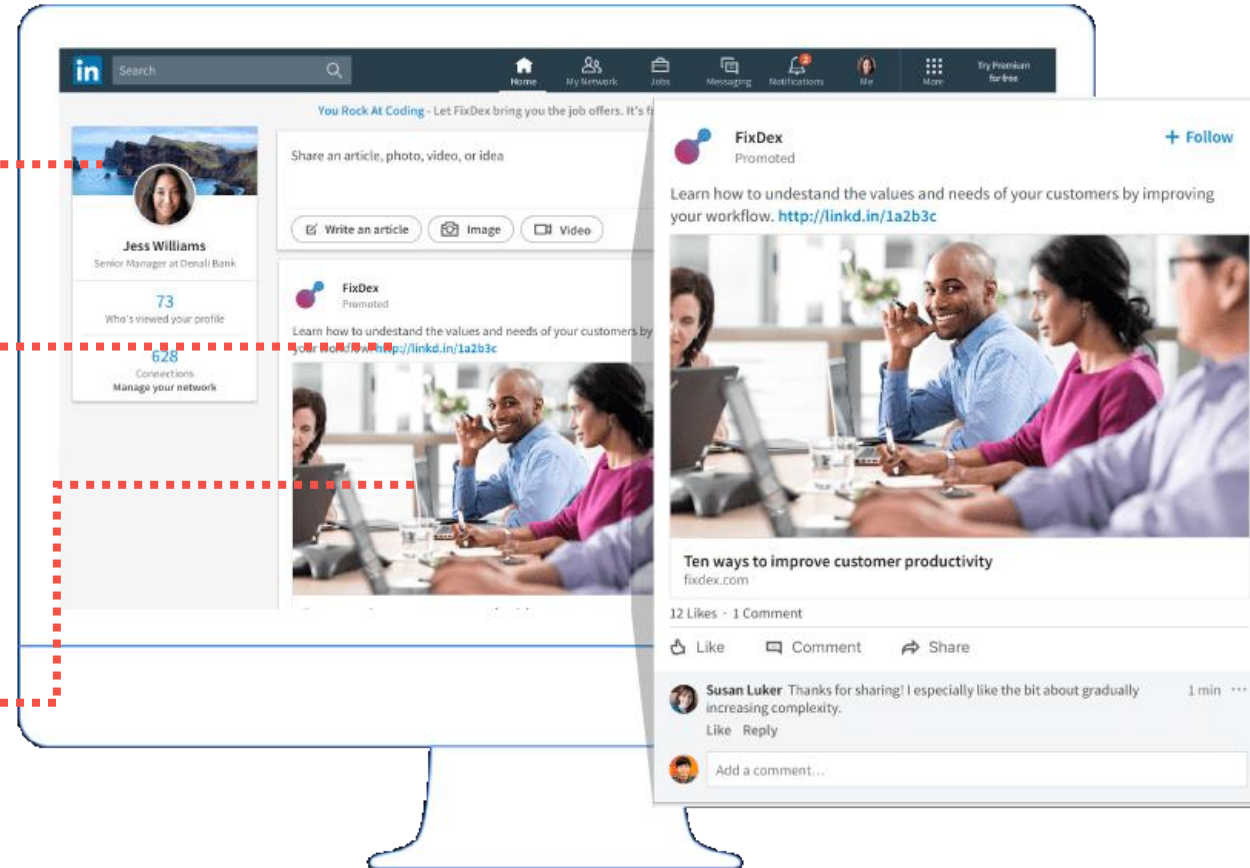


Recruitment Marketing

Target the 'right' candidates

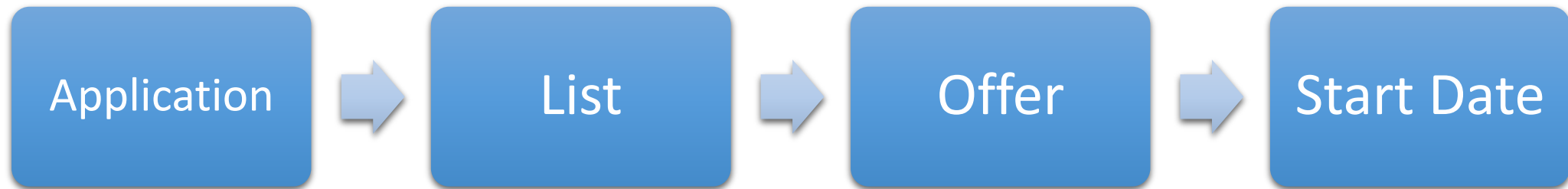
LA County information direct on their feed

Track who is engaging with our content and continue their engagement



Board Motion – October 9, 2018

Time to Hire Metrics



Time to Hire Metrics – Calendar Year 2018

- **Approximately 7,050 Hires**
- **588 Classifications**
- **Average Time-To-Hire: Centralized Exams & Departmental Exams**

Time to Hire Metrics – DHR Centralized Exams

Applicants = 68,847

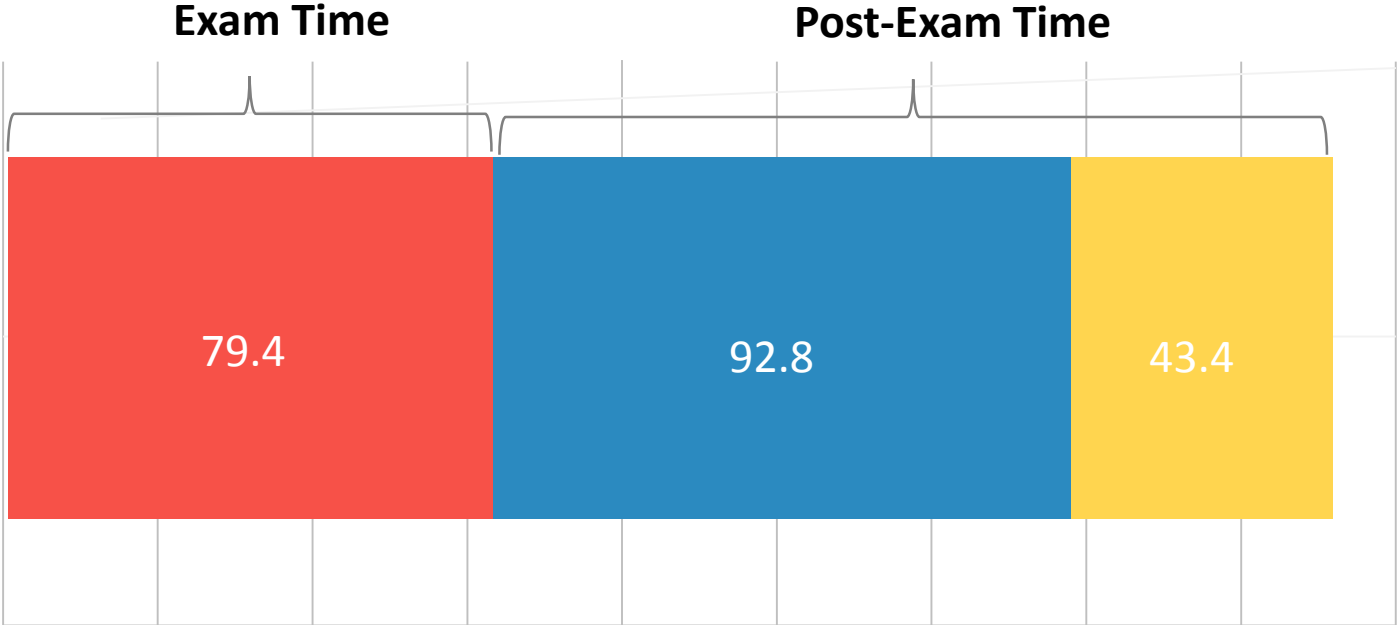
Hires = 1,415

Number of Days:

79.4 days
Application to List

92.8 days
List to Offer

43.4 days
Offer to Start



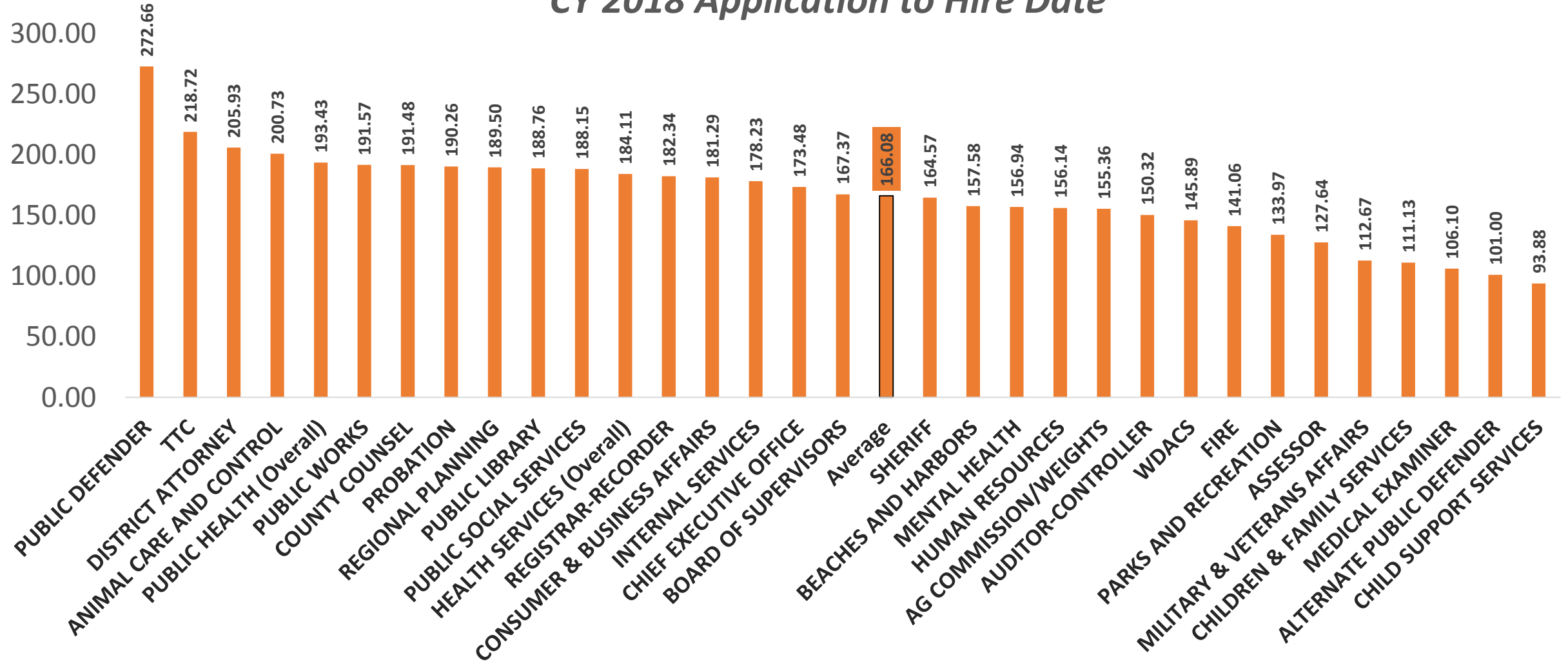
215.6 days

Total Cycle Time (*Hires Only*)



Departmental Exams

CY 2018 Application to Hire Date



Factors Affecting Time To Hire

- **Recruitment Strategy & List Management**
 - Vacancy Rate
 - Reactive vs Proactive
 - List Duration and Re-use
 - Cost-Per-Hire Considerations
- **Choice of Test Parts**
 - Value
 - Speed
 - Validity & Equity Concerns

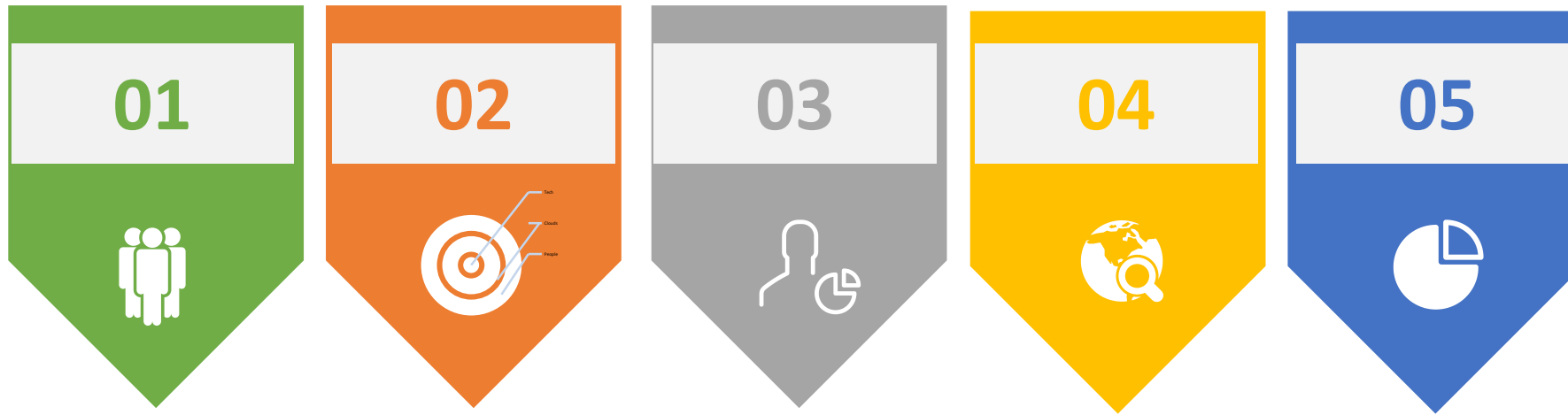
Factors Affecting Time To Hire (continued)

- **Personnel Action Review Process (PAR)/Onboarding**
- **Volume and Quality of Applications**
 - CY 2018: 405,298
 - Average of 37% Not Qualified
- **Civil Service Rules**
 - Recognition of Current Technology or Job Market



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What's Next?



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Questions?

