

TALENT ACQUISITION newsletter

Penn Job Fair

All Things Recruitment

Skills Feature



Penn 2023 Career & Job Fair

Talent Acquisition, in partnership with the Recruitment Services Department, hosted our second annual Career Fair in November! This year we served around 432 candidates, –a major increase from last year’s attendance of 100 job seekers! We also hosted the first Resume Café, utilizing an AI-ChatGTP app to help provide candidate resume feedback. With this program we were able to assist 40 candidates!

Skills Feature

As of September 11, 2023, the skills sub section is now its own section when creating Job Requisitions. There are thousands of required and optional skills to choose from. Skills used in recruitment will be connected to new hire performance and learning.

Default Assessment Updates

Great news! Spark Hire and SkillSurvey will now automatically populate! Talent Acquisition was able to map new job profiles to the appropriate SkillSurvey assessment resource. At this time, all mapping has been updated. If moving a candidate forward and the Spark Hire and/or SkillSurvey is missing from the summary page, submit a ticket with the Penn Employee Solution Center.

Assessments

Inline Assessment Test ✎

Default Assessment Tests

SH: General (All Positions); SS: Administrative Professionals, v2 - 5 References Required

Feedback

Offer Declined

TA Takes NOLA

Candidate Feedback Report

As of November 9, 2023, a new report is available called **Job Requisition Applications in Interview** with added Interview Feedback. This report will show all candidates who have reached the interview stage, and the feedback questionnaire results, if submitted. It is a great opportunity for Compliance Officers to have more visibility reviewing the interview stage and feedback provided. There is a popup worklet in the offer stage for Compliance Officers. The report is available to Executive Recruiters, Recruiters, Compliance Officers, HR Partners, Hiring Managers, and Primary Recruiters.

New Offer Declined Reasons

While in offer discussions with candidates, they should be moved to the offer stage in Workday. New disposition reasons will be available to better report on candidates who decline while in the offer stage. Using these new dispositions will give us data to support comp review requests and changes to recruiting strategies. Some examples of the new offer declined reasons include:

- Offer Declined; Change in Interest or Availability
- Offer Declined; Counteroffer from Current Employer
- Offer Declined; Hired – Other job at Penn



- Offer Declined; Location

Talent Acquisition Takes NOLA: CUPA HR Conference

In October 2023, Talent Acquisition Coordinator Fatimah Simpkins had the pleasure of representing Penn alongside 12 other Penn employees at the CUPA HR Conference in New Orleans. This three-day conference was packed with information sessions on topics such as *Disrupting the Talent Pipeline: Redefining the Basics* with presenters from Smith College. The informative conference ensured that Penn’s Talent Acquisition team has been taking the right steps in this field. This conference fostered networking between hundreds of people across the country. Lastly, this conference reaffirmed our faith that Penn’s Talent Acquisition team is one of the best there is!