
From: Commissioners Office, DOA (DOA sponsored) [mailto:doa.commissioner@alaska.gov]
Sent: Tuesday, July 08, 2008 9:31 AM
Cc: beecher.carol@alaska.gov; Stephens, Tara L (DOA)
Subject: Recruitment Postings

Dear Workplace Alaska Hiring Managers:

Rarely does a day go by when I don't hear of the recruitment difficulties hiring managers are experiencing. This feedback prompted me to explore how recruitments are being conducted. I found that it is common practice across departments to seek applicants who have experience that can only be obtained through employment with the State of Alaska.

We all want the trained employee. However, we know there are worker shortages in a variety of jobs in public service and the private sector. We need to focus more on the skill and education necessary to do the job and not solely on experience working for the State of Alaska.

Although an applicant may not possess experience with a specific computer system used by the State such as AKSAS or AKPAY, a person may possess experience with other financial or payroll systems and the ability and interest to learn. Similarly, when a desire to consider applicants who have experience working in rural Alaska or a working knowledge of a specific department's policies and procedures is expressed in a recruitment bulletin, it is likely that applicants without this experience will not apply.

Therefore, I have asked the recruitment staff of the Division of Personnel and Labor Relations to closely monitor all recruitment postings to ensure desired qualifications are described in a broad context. The time to give an applicant credit for experience directly related to the duties of the position is through the interview process.

I have communicated this same message to my fellow commissioners. The goal is to find qualified applicants without narrowing the requirements to State of Alaska-specific experience.

This added review and associated communication with hiring managers may represent a slight delay in the posting of job requests. With this change, I believe departments will have more qualified applicants and a better, more competitive pool from which to choose.

Sincerely,

Annette Kreitzer
Commissioner