



EMPLOYMENT

Background Screening

A program developed for Agency for Health Care Administration employees saved approximately \$28,000 by performing on-site fingerprinting thereby reducing lost work hours. For more information, please contact James Haynes at (850) 922-8440 or email haynesj@AHCA.myflorida.com. 2006-AHCA-014

Pre-Employment Screening Protocol

Staff at Florida State University's Ringling Cultural Center in Sarasota developed pre-employment screening procedures and replaced the use of finger print inked cards for background checks with an electronic screening system. This system provides a national criminal history check in approximately four hours versus ink card submissions that took 4-6 weeks with a 40% rejection rate. Using this system virtually eliminates wrongful hiring of applicants with job-related criminal histories. For more information, please contact Russell Pillifant at (941) 359-5863 or email rpillifa@ringling.org. 2006-FSU-004

Streamlined Hiring of Temporary Employees

A process that drastically reduces the amount of time needed to hire an OPS/temporary employee, as well as the time it takes applicants to complete an on-line job application, saves Florida State University approximately \$23,000 annually and can be adapted by other universities and colleges. For more information, please contact Francesca Ciaccio-Freeman at (850) 644-7701 or email fciaccio@admin.fsu.edu. 2006-FSU-001

Hiring Retired Workers

Hiring state government retirees on OPS to work on specific projects in their areas of expertise can pay big dividends. Allowing an employee the flexibility to make his/her own hours can encourage return to the workforce and dedication to a project.

For example, the state annually spends more than \$130 million on telephone services. Ruby Wells, a retired SUNCOM administrator, returned to the Department of Management Services as an OPS employee to assist in auditing SUNCOM bills for voice and data circuit charges. She identified \$2.3 million worth of discrepancies for circuits ordered that subsequently had been disconnected, yet the state was continuing to be billed for them. For more information, please contact Bill McCusker at (850) 922-7482 or email bill.mccusker@dms.myflorida.com. 2006-DMS-005

Improved Employment Rate

The TBWA Core Services team increased the entered employment rate in the region by improving processes that facilitate increased business relationships and the marketability of employment candidates. The net result is an economic impact of more than \$170 million dollars in the region and a positive impact on our ability to assist employers in filling vacant positions in various industries.

The entered employment rate (EER) was improved from 28,016 (FY 03-04) to 46,895 (FY 04-05), an increase of 67%. For more information, contact Michael Garcia at (813) 930-7428 or email garciam@workforcetampa.com. 2006-AWI-004

Veteran Employment Services

Veteran Employment Services staff in Pensacola and Milton emails a daily list of employment opportunities to 1,400 veterans in the panhandle region. In-house development of this e-mail employment advisory, which can be adapted and implemented by other state agencies, results in immediate increases in both quality and quantity of priority services being delivered to area veterans. For more information, please contact Sam McCrow at (850) 595-5200 ext. 104 or email smccrow@escarosa.org. 2006-AWI-005

EMPLOYMENT (cont.)

Labor Relations Case Management

Process mapping, management tracking, customer satisfaction surveys and quality improvement reviews helped to handle a dramatic increase in the number of labor relations cases, saving more than \$200,000 annually. Assured compliance with applicable labor law requirements has reduced litigation exposure for the Department. For more information please contact Teva Hightower at (850) 245-0524 or email teva.hightower@fldoe.org. 2006-DOE-006