



Attract Talent

Objective:

Attract and recruit a talented county workforce

How is our performance?

A talented County workforce is by definition a diverse workforce and it is a priority of King County to ensure the hiring and recruitment processes are equitable and just. One way we can evaluate our performance is through our Equal Employment Opportunity and Affirmative Action Plan (EEO/AA Plan). The County's EEO/AA Plan compares our current workforce by race and gender against the labor force availability (as determined by the Federal census data). We then monitor our hiring, promotions, and transfers on a yearly basis to see if these activities increase our diversity in those areas identified as underrepresented by the EEO/AA Plan. Our diversity scorecard from the first half of 2012 indicates that we are not meeting our hiring goals at this time.

Moving forward

In 2012, to increase diversity and improve the applicant experience, HRD in partnership with the Departments' HR Professionals made significant improvements to the hiring and recruitment processes. These improvements included ensuring interview panels were diverse, implicit bias training, removing the question regarding felony convictions from the application, and standardization of communication and treatment of applicants throughout the recruitment process.

Although King County has a comprehensive Human Capital Management System (HCMS), we are still learning the opportunities and limitations of its reporting capacities. Currently, there is a lot of variation across departments and agencies with the consistency, accuracy, and reliability of the information that is entered into HCMS. In order to actually use data to inform hiring and recruitment practices in the County, we first need to establish standardized processes and expectations of the information entered into the system. Once we are confident our data is reliable, we can then use it to better assess our practices and what needs improvement. Potential measures of the quality of King County's recruiting process include:

- Percent of applicants who are employed when applying for King County jobs
- Percent of applicants and hires whose qualifications are rated as highly qualified
- Time to hire

In order to address current hiring practices, Human Resources Division has trained and resourced HR community members in a leadership skills assessment tool and philosophy that helps hiring managers identify desired leadership and management qualifications beyond pure technical skills. These qualifications are then included in the job postings and are integrated in the interview process to assess candidates. This work will continue and expand into 2013 which will build and strengthen the value of hiring employees who have both the technical and soft skills to succeed.

Related Links

King County Hiring

Charts and Maps

King County Diversity in Employment, Hires from January through June 2012

	Employees Hired	Underrepresented Classes	Classes Meeting Diversity Goal	Proportion of Classes Meeting Goal
Officials and Administrators	6	3	1	33%
Professionals	163	2	0	0%
Technicians	11	2	0	0%
Protective Service Workers	12	3	0	0%
Administrative Support	71	2	0	0%
Skilled Crafts	64	4	1	25%
Service Maintenance	35	3	0	0%
Transit Operators	88	4	0	0%

Classes include race and gender and are considered underrepresented if the number of employees within each class category is proportionally less than the King County population, based on census.

Data Source: King County Human Resources Division