



Case Study

Dakota County, Minnesota

Agency Challenge

Dakota County had been utilizing a decentralized, paper intensive application and recruiting process, with inefficient reporting and tracking. The hiring process was fragmented and each jurisdiction within the County required specialized needs. Dakota County had identified key inefficiencies with their mailing and manual hiring processes.

Dakota County needed the ability to accept online applications, create more efficient processes for data entry, automate electronic information routing, and improve reporting and tracking.

NEOGOV Solution

NEOGOV's Implementation and Training Specialists, with extensive public sector experience, helped Dakota County smoothly transition and implement its new Insight system. 94% of all employment candidates now utilize a comprehensive, centrally located online recruitment site to apply for jobs in any of the county's 37 departments, eliminating thousands of paper documents and dramatically reducing processing time.

Insight's intuitive user interface has also made it easy for applicants to navigate the recruiting process, allowing Dakota County's Human Resources professionals to spend more time strategically partnering with their customers to find the best candidates and hires. The simplified process has increased the number of job applicants, and given the county a larger pool of candidates from which to find the most qualified talent for the job.

Dakota County will continue to improve its human resources reports using NEOGOV's comprehensive suite, and the HR staff looks forward to fully utilizing online supplemental questions for minimum qualifications screening and scoring. The functionality of Insight's analysis will help the county continue to improve its process.

"Dakota County services over 350,000 Minnesotans, with each county jurisdiction having specific needs. With NEOGOV we can both streamline the process and customize it. To us, that defines efficient, responsive government."

- Dakota County, HR Director

DAKOTA COUNTY OVERVIEW

Dakota County is 593 square miles in area and has a population of approximately 400,000. Situated in the southeast corner of the Twin Cities Metropolitan area, it is the third most populous county in the state of Minnesota. Dakota County maintains a land use mixture of 1/3 urban, 1/3 suburban, and 1/3 rural. This combination of land use and the confluence of two major rivers (the Mississippi and Minnesota) that form the county's northern and eastern borders makes Dakota County a unique geographic area.

BUSINESS OVERVIEW

Number of Employees:	1,800
Number of Departments:	37
Annual Applications:	12,000
Solution:	NEOGOV Insight Enterprise
Customer	Since 2006