



Case Study

South Carolina

Agency Challenge

The State is extremely committed to three main goals for its new e-recruitment system: Make South Carolina State government's recruitment and selection process more efficient; Allow South Carolina State government to reallocate its effort savings into more effective activities; and help South Carolina State government's recruitment to become more strategic. South Carolina has operated a decentralized public sector application and recruitment system. Applicants faced a confusing and fragmented State hiring process consisting of multiple agency forms and paper documents. Due to downsizing, increased workloads for the HR staff only amplified a pressing need for recruitment and selection reform.

The State needed to reengineer and streamline the recruitment system to provide a unified hiring application and requisition process. Projecting a high number of Baby Boomer retirements the State needed to incorporate an efficient recruitment and requisition system that would eliminate the existing labor intensive processes.

NEOGOV Solution

To accommodate their recruitment challenge, South Carolina unanimously selected NEOGOV Insight Enterprise. Using Insight Enterprise, applicants can apply to a central State location using one standard form, eliminating thousands of paper documents and processing. Using a single application, candidates can submit for any job, regardless of the location or department. South Carolina teamed up with NEOGOV's Implementation and Training Specialists to successfully develop a State specific approach to train the 800 HR managers, 80 HR analysts, and 15 recruiters.

NEOGOV has shared with the State many best practices gathered through hundreds of successful public sector implementations to ensure the Statewide rollout is completed within 90 days. In addition, South Carolina plans to increase the number of HR reports for effective workforce management by utilizing NEOGOV's comprehensive reporting suite featuring more than 80 standard report templates. Finally, by maximizing the functionality of NEOGOV's technological capabilities, South Carolina plans to provide strong workforce management analytics to HR analysts and hiring managers. With access to the system's comprehensive analytical reporting capacity, South Carolina will develop targeted and strategic recruitment.

"NEOGOV is exclusively dedicated to the public sector with proven success in city, county, and state governments. The new e-recruitment system will benefit state agencies as employers and the public as tax payers and applicants."

– Sam Wilkins, HR Director, South Carolina

SOUTH CAROLINA OVERVIEW

Bordered by Georgia and North Carolina, the Palmetto state is home to a population of 4 million. South Carolina has 46 counties and ranks 26th in population. With a 10.8% projected citizen growth rate through 2010, the State needed to: increase the technological capabilities of an existing job website to accept on-line applications; minimize duplicate applications; and increase overall efficiency. The state selected NEOGOV because of NEOGOV's proven implementation for agency success.

BUSINESS OVERVIEW

Number of Employees:	45,000
Annual Applications:	100,000
Solution:	NEOGOV Insight Enterprise
Customer	Since 2007