



Welcome to an Overview of Michigan's Workforce Acquisition and Assessment Program:

*Providing human resource management
services to attract and retain a
representative and effective state
workforce*

Presented at the 22nd Annual IPMA Assessment Council Conference,
Chicago, IL, June 24, 1998.

State of Michigan Selection System -- Background

- Based Upon a Very Strong Merit System
- Variety of Testing/Assessment Methods
 - Traditional Written Tests
 - Oral Appraisal Centers
 - In-Basket Exercises
 - Review of Experience, Licenses, Certificates & Education
 - Video Examinations

Last Year

Civil Service Commission Chair,
Susan Grimes Munsell's Vision:



A more responsive Civil
Service

A Civil Service that helps
state government work
more efficiently and
effectively.

Making the Vision A Reality

- New innovations designed to attract and retain a representative and effective state workforce including:
- Broadening the use of Education and Experience evaluations
- Reducing the number of bandwidths
- Extending the length of the probationary period
- A new regulation for selection

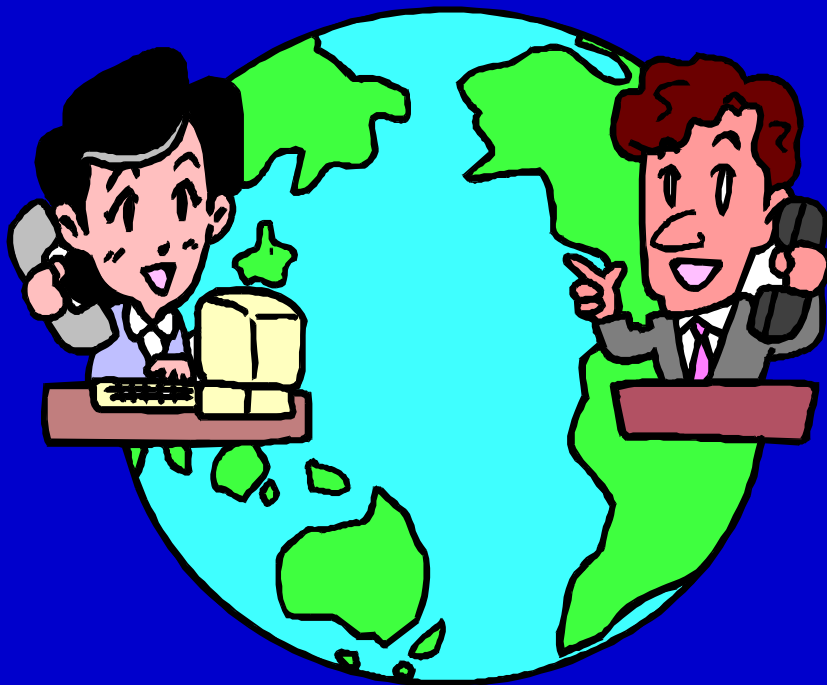
Improvements to the Exam Process

- The Examination Schedule
 - virtually all exams are open continuously
- Replacement of the MESA Referral Process
- Alternative Selection Processes
 - Targeted, Competency-Based Interviewing
- Clerical Exam Changes

Making it Happen -- *E Business*

- 373-Test
- "Home, Home on the WEB. . . ."
- Direct Selection & Appointment Process
- Vacancy Posting
- Resumix

373-Test



State Employees can now schedule themselves for exams and obtain exam information.

Exam Scheduling is now:

- Easier
- Faster
- More Accessible

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E-Business



- Interactivity--one click away!
 - Rules & Appointing Authority Letters
 - Advisory Bulletins
 - Examination Announcements
 - Classification Specifications

Direct Selection & Appointment Process -- DSAP



Features:

- On-Line Application
- Decentralized:
 - Recruitment
 - Credential Review
 - Appointment Process
- Alternative Working Test Period

Vacancy Post Service

- What it is
- Electronic Filing
- The best part -- Its free!

Resumix - Recruiting for Michigan

■ Background

- What Resumix is
- How it works
- Electronic Filing
- Decentralized Certification & Appointment

■ Resumix Diversity Reporting



Michigan's Workforce Acquisition and Assessment Program:

*Adding Value by Bringing Timeless Assessment
Qualities to Modern Interpretation*

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Questions/Comments???



Thank you for attending today's presentation! We'd like to hear from you if you have any questions or comments concerning the presentation's content or format.

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