



Workforce Issuance

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☒ Policy ☐ Information

To: Chief Elected Officials
MassHire Workforce Board Chairs
MassHire Workforce Board Directors
Title I Administrators
MassHire Career Center Directors
Title I Fiscal Officers
MDCS Operations Managers

cc: WIOA State Partners

From: Alice Sweeney, Director
MassHire Department of Career Services

Date: February 10, 2020

Subject: Recruitment Solutions Initiative (RSI)

DRAFT for Review and Comment by February 18, 2020

Purpose: To provide guidance to MassHire Workforce Boards, MassHire Career Center Operators and other partners with regard to the specialized, targeted recruitment process for businesses who seek recruitment assistance through the Governor's Office, the Executive Office of Labor and Workforce Development (EOLWD) or other state partners. This process is called the Recruitment Solutions Initiative - "RSI".

Background: The Executive Office of Labor and Workforce Development and MassHire Department of Career Services, with local MassHire Board and Career Center input, has developed a specialized process to support businesses seeking recruitment and hiring assistance through the Governor's Office, the Executive

Office of Labor and Workforce Development or other State Partners. The communication and accountability structure of this process is called the **Recruitment Solutions Initiative (RSI)**. The businesses will be designated as “RSI businesses.”

The goal of RSI implementation is to manage high-level business recruitments consistently. RSI establishes a referral team dedicated to job matching, a regional lead to coordinate all communications, and a local lead to support on-the-ground logistics.

RSI is intended to increase the volume of qualified job seekers referred, interviewed and hired by Massachusetts businesses. The RSI also establishes a consistent process for assessing, vetting and referring qualified MassHire Career Center job candidates to business customers for employment consideration.

Policy: All service delivery components for designated “RSI businesses” must be provided in accordance with the Recruitment Solutions Initiative (RSI) Standard Operating Procedures (SOP).

Standard Operating Procedures (SOP)

Specific RSI procedures, processes and details of responsibilities are located in the accompanying RSI Standard Operating Procedures (RSI SOP).

Action

Required: Please ensure that local protocols are in place to deliver services in accordance with the RSI SOP.

Please disseminate RSI information to all local staff, as appropriate, and ensure that local teams are well versed in the requirements, procedures and processes related to RSI.

Effective: Immediately

Inquiries: Please send questions and comments to PolicyQA@Detma.org, reference title of this issuance.

Attachments: A. RSI Standard Operating Procedure Guidance
B. RSI Quick Reference Guide