



Madera Unified School District Accelerating the Staff Recruitment Process with NEOED

ORIGIN

Madera Unified School District is a public school district with approximately 20,000 students located in Madera, California. Madera is unique from a lot of other school districts in that it has a separate branch of its human resources department called the Personnel Commission, which handles the recruiting and hiring process for classified staff members (generally support staff).

HR Specialist Mary Siegl works for the Personnel Commission at Madera Unified and has worked extensively with NEOED's Insight applicant tracking system, which was chosen by Madera Unified because "other school districts and community colleges we know speak highly of NEOED," said Siegl. Madera Unified also began leveraging E-Skill, a talent assessment tool that seamlessly integrates with Insight.

TAKING EMPLOYEE ASSESSMENTS DIGITAL

The addition of eSkill to Insight has streamlined how Madera Unified approaches employment testing. "We were doing all of our testing onsite before -- we had never used a virtual platform," said Siegl. ►

But when their employees began working from home due to the COVID-19 pandemic, they decided to leverage E-Skill so they could continue testing applicants without asking them to come into the office. Thanks to the tight integration between the two solutions, the school district has been able to assign tests, check results, and track the progression of candidates through the hiring funnel all from one place.

“We have been able to test very large groups from home, for example, on their skills as an Office Assistant,” Siegl said.

“For that particular role, we had about 100 applicants, and we just used a webcam and audio to verify their identity. From there, the test results are automatically uploaded into Insight.”

Siegl adds that the learning curve for using Insight with eSkill was minimal, and that NEOED’s customer support was available to walk her through any issues she encountered.

A MODERNIZED FUTURE FOR HR

According to Siegl, simplifying the process for both the Personnel Commission and applicants has caused Madera Unified to reevaluate whether they will ever revert back to in-person assessments after the pandemic, unless absolutely necessary. “We hope to continue to keep the testing online - specifically for large applicant pools - even after the pandemic ends because it’s much more convenient for everyone involved,” she shared.

Between the addition of Insight and now with the integration of eSkill, the school district has reduced the time it takes to move applicants through the recruiting stages. “We’ve been thrilled with how Insight and E-Skill have sped up the process of moving candidates to the eligible list, and applicants are happy because they no longer need to schedule in-person testing,” Siegl said.

EVERYTHING IN ONE PLACE

Siegl feels that Insight has been a great fit for the district, not only because of its convenient syncing ability with E-Skill, but because it has centralized the entire recruitment process.

“We are better able to communicate with applicants because everything is in one place – from reviewing applications and resumes to viewing exam plan statuses, and so on,” she said.

“Before we were relying on paper-based processes. Now, in a matter of a minute, I can see that someone is testing next week, or that they’ve moved to an eligible list. It’s a wonderful thing that saves a lot of time and eliminates stress.” ■

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MARY SIEGL, HR Specialist
Madera Unified School District