Integrating the Hiring Process in K-12 Education with Oracle HR

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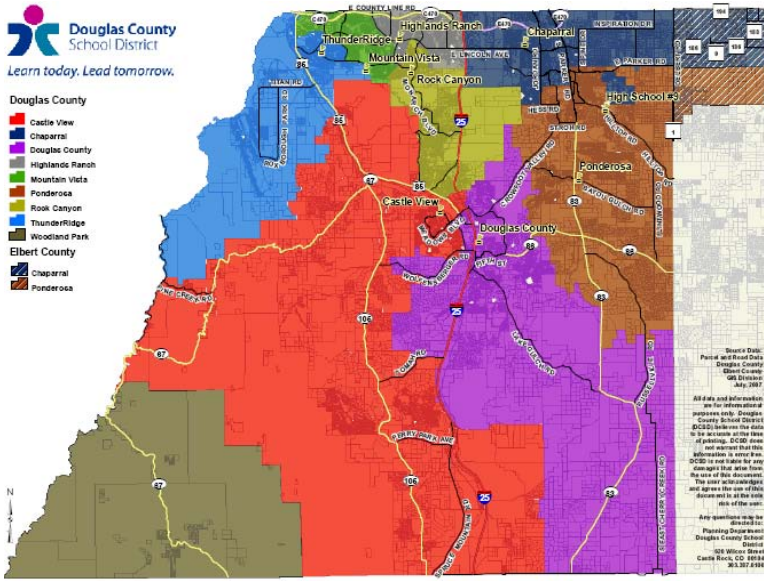
Douglas County School District

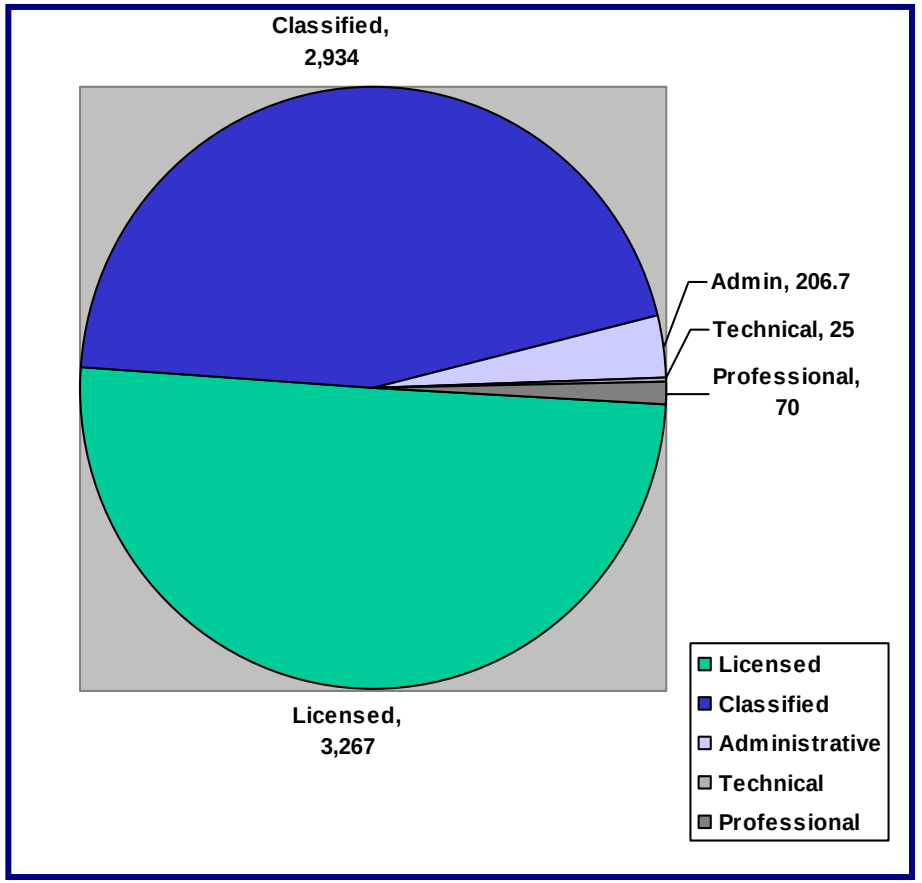
Introduction

- 3rd largest district in Colorado
- 52,000+ students
- Annual growth rate of 2,000 new students annually
- Over 900 square miles
- 300 new homes built monthly
- 69 schools with 4 new schools opening this year
- Limited budget



What is Douglas County School District?

- Approximately 6,500 employees
- 1,000 change of statuses processed in each month
- There are 6 main categories of jobs in our district
  - Licensed
  - Administrators
  - Central Admin
  - Classified
  - Professional/Technical
  - Substitute Teachers



Oracle Environment

- E-Business 11.5.10
- Red Hat Linux
- Database 10g with RAC option
- APEX 3.0
- VMWare on HP blades

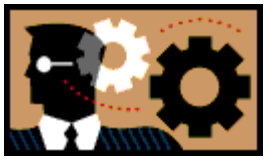
ORACLE Application Express

How did we process paper....?

- Reams of paper!
  - Manual applications
  - Hard copy of materials
- Only licensed staff applied online, still mailed reference letters
- Lost time tracking lost documents
- Lost time getting documents scanned
- Applicants called into HR to check application status

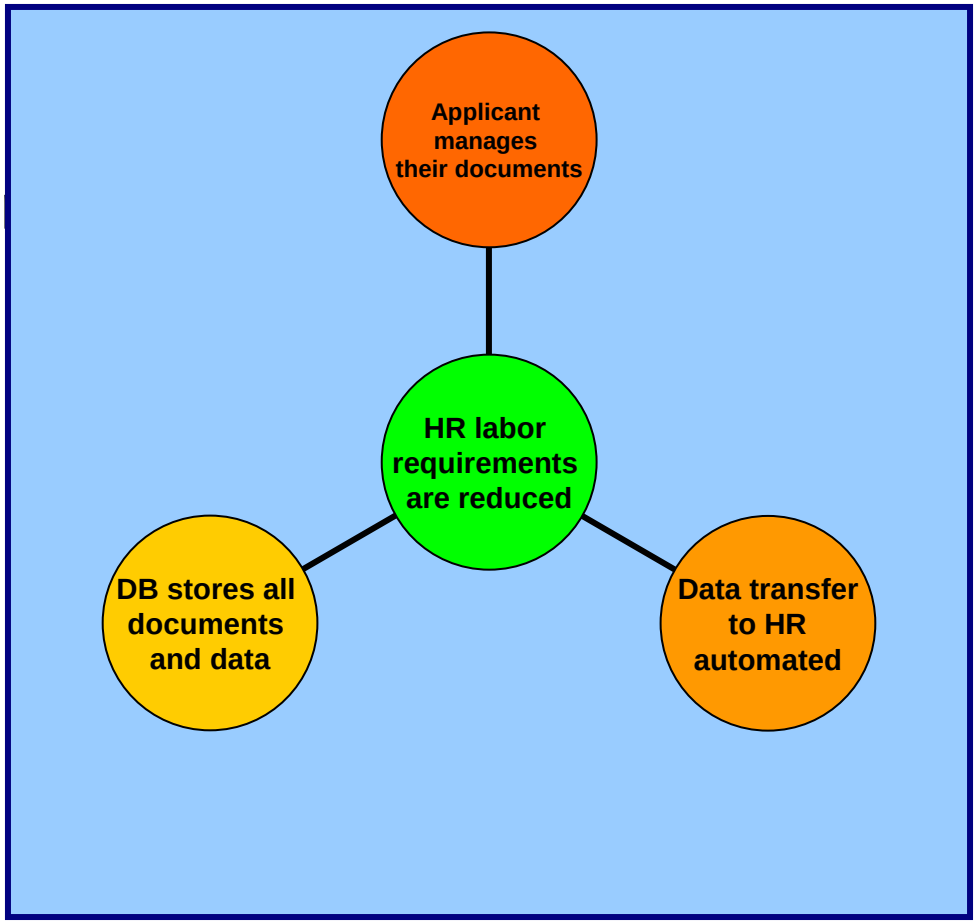
Build vs. Buy decision

- High cost of purchase, not tailored to Education market
- Need integration of processes with HR module
- Need to free up HR resources
- Complex business model and processes
- Ability to punch out to 3rd party evaluation tools
- Focus on finding applicants not managing documents



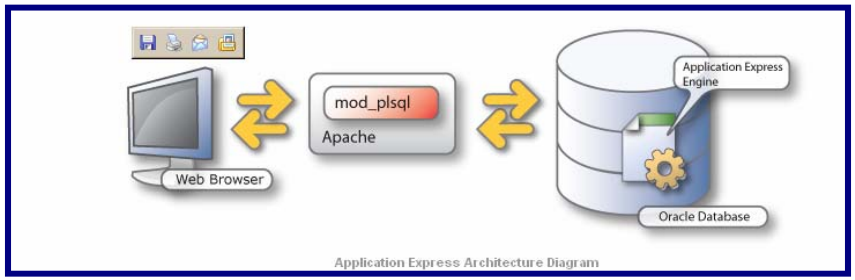
Benefits of Building Our Own

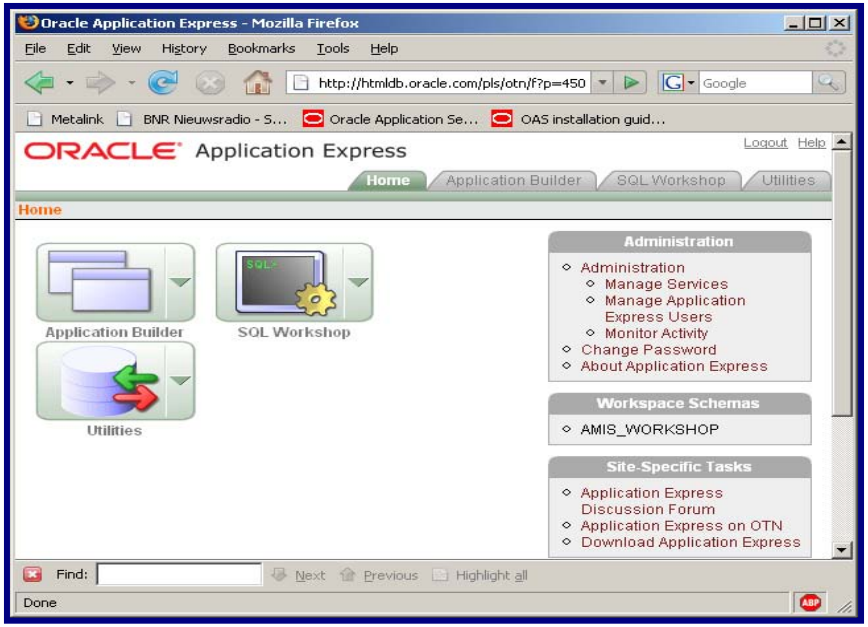
- No new E-Business licenses required
- Applicants manage thei own portfolio
- DB stores all documents and data
- Application automates data transfer to HR via standard API's



Why APEX?

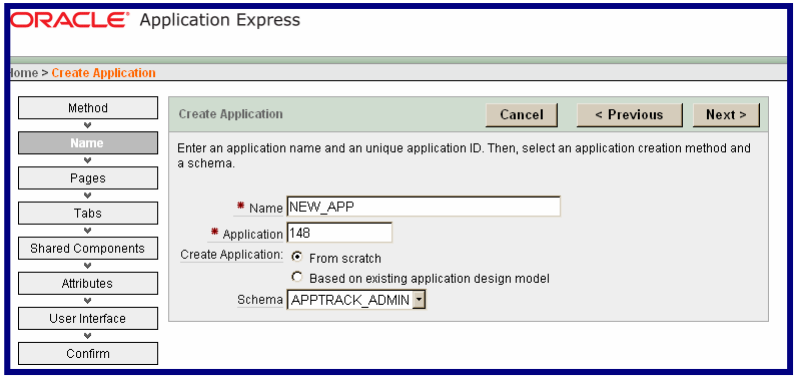
- It's free!
- Short learning curve
- OTN and APEX help online
- Licensed thru the DB
- Other development tools had been investigated
  - JDeveloper
  - C
- There is a vast body of APEX knowledge





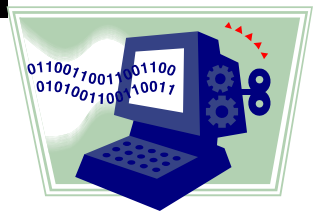
Easy to Use Development Tool...

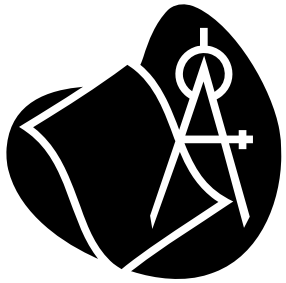
- No formal training
- Wizards are adequate
- Online sample code
- Web-based development
- All code in the DB
- PL/SQL familiarity



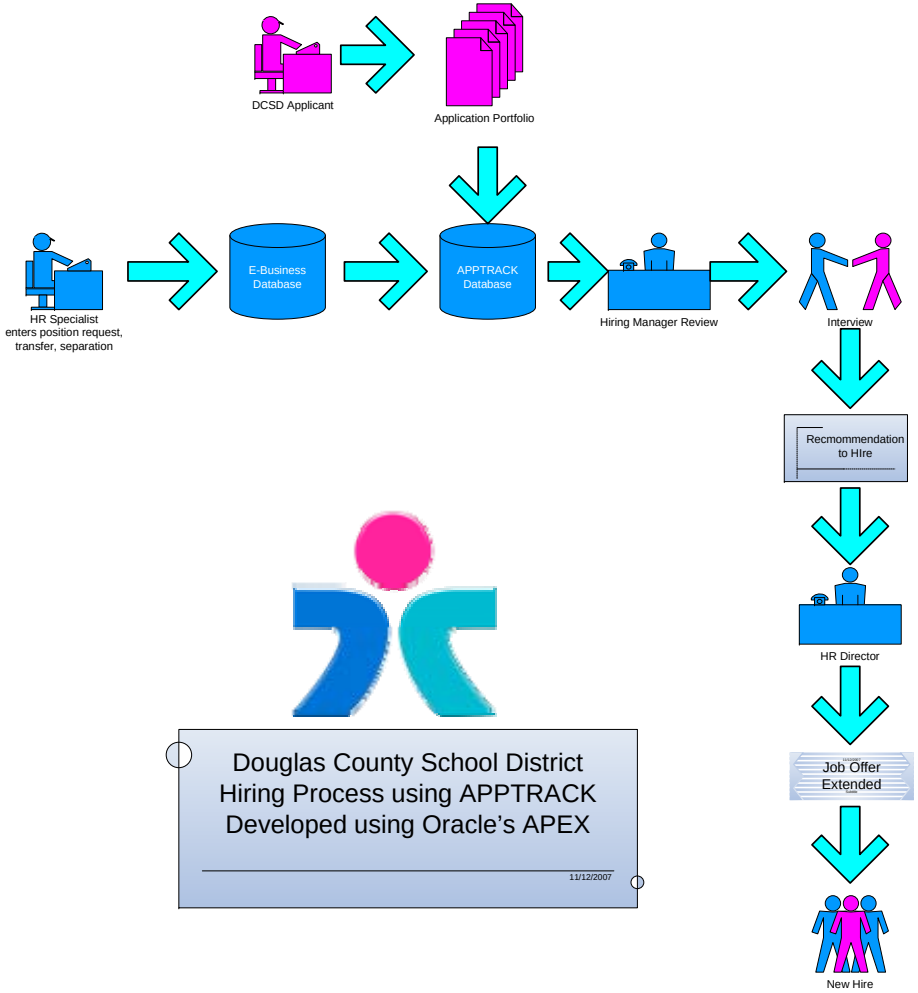
Results in...

- Rapid development cycle
- Code reuse
- Use of existing skills
- Consistent design standards
- Generates intuitive applications

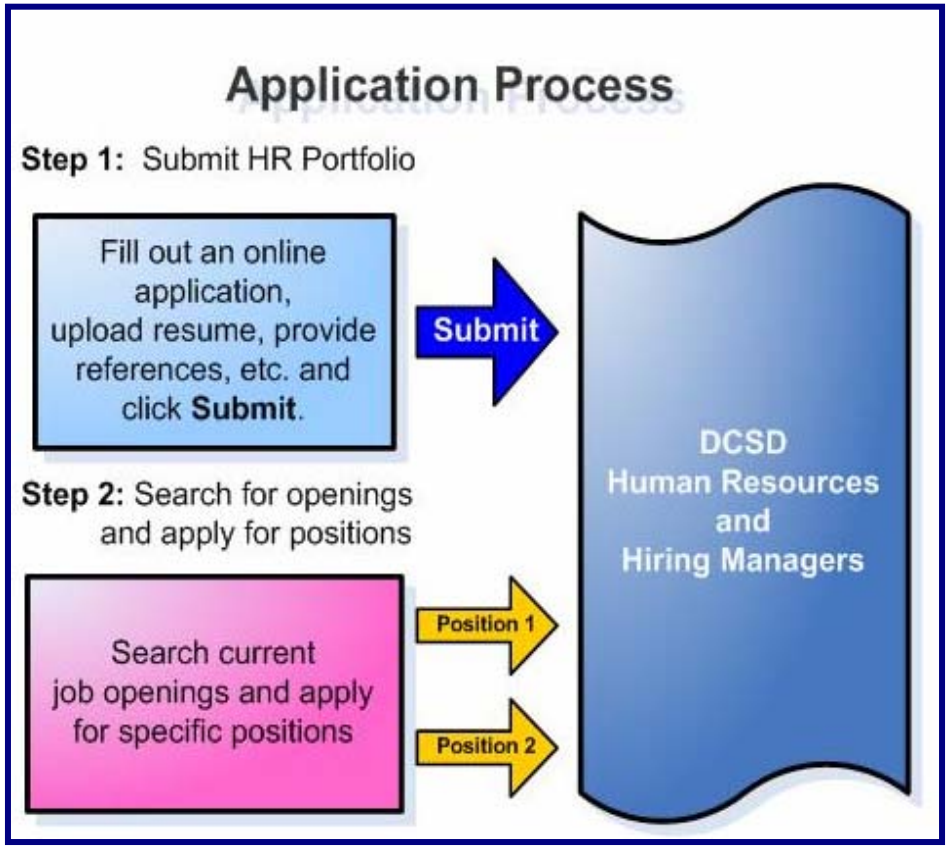


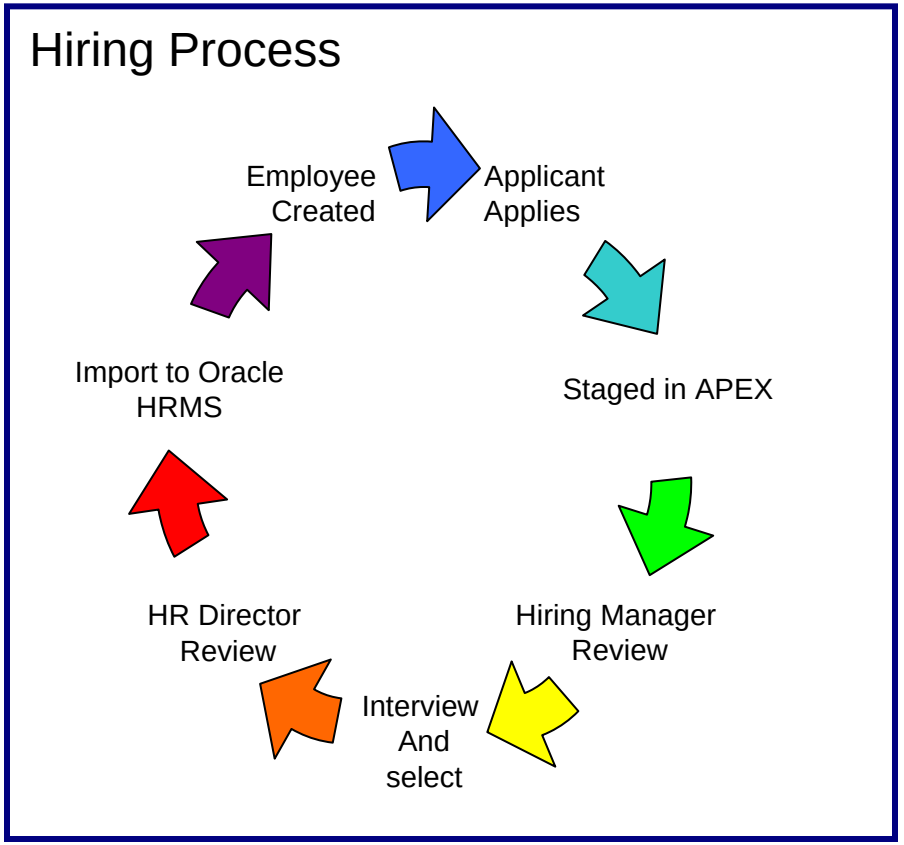


What Did We Need?



System Overview

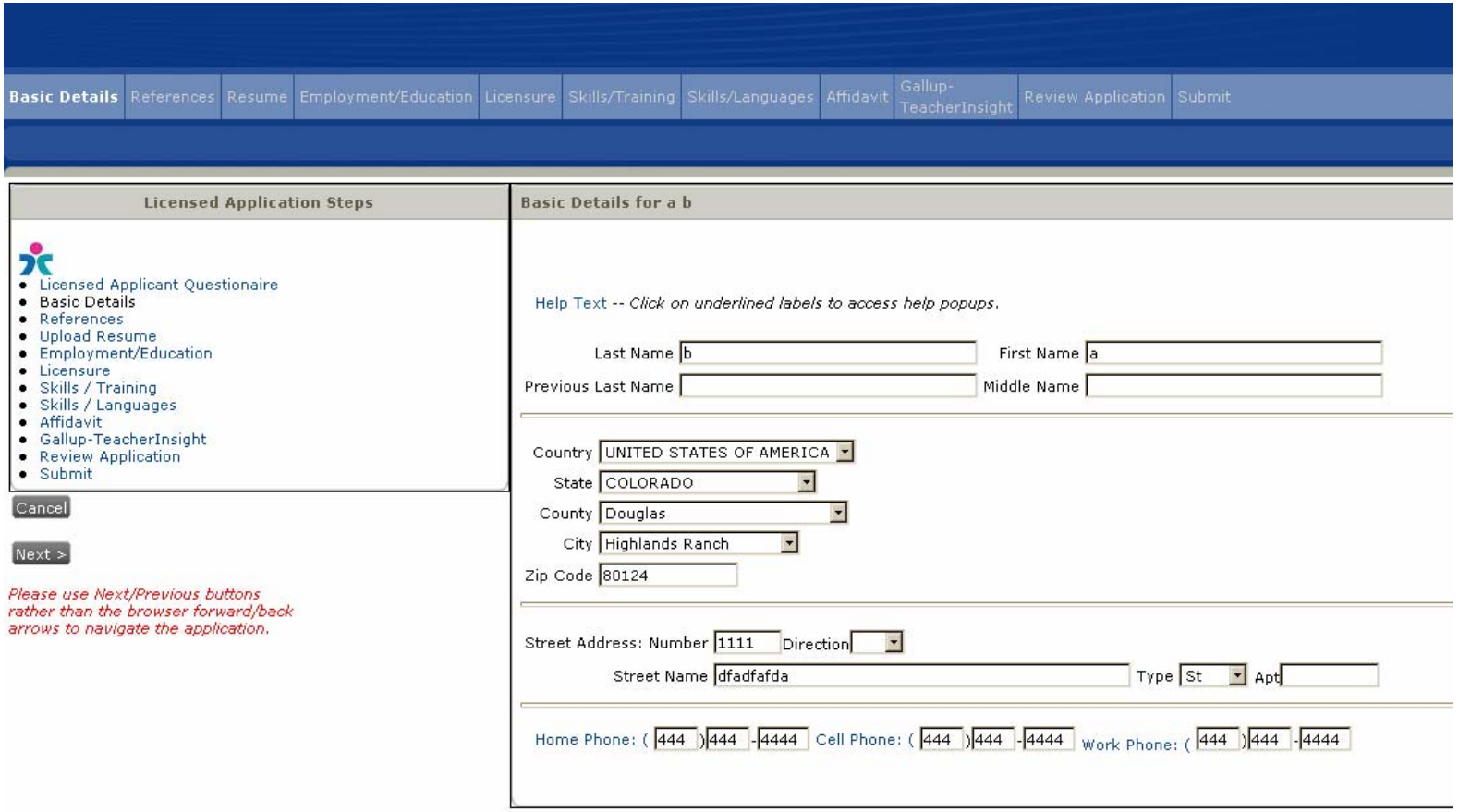




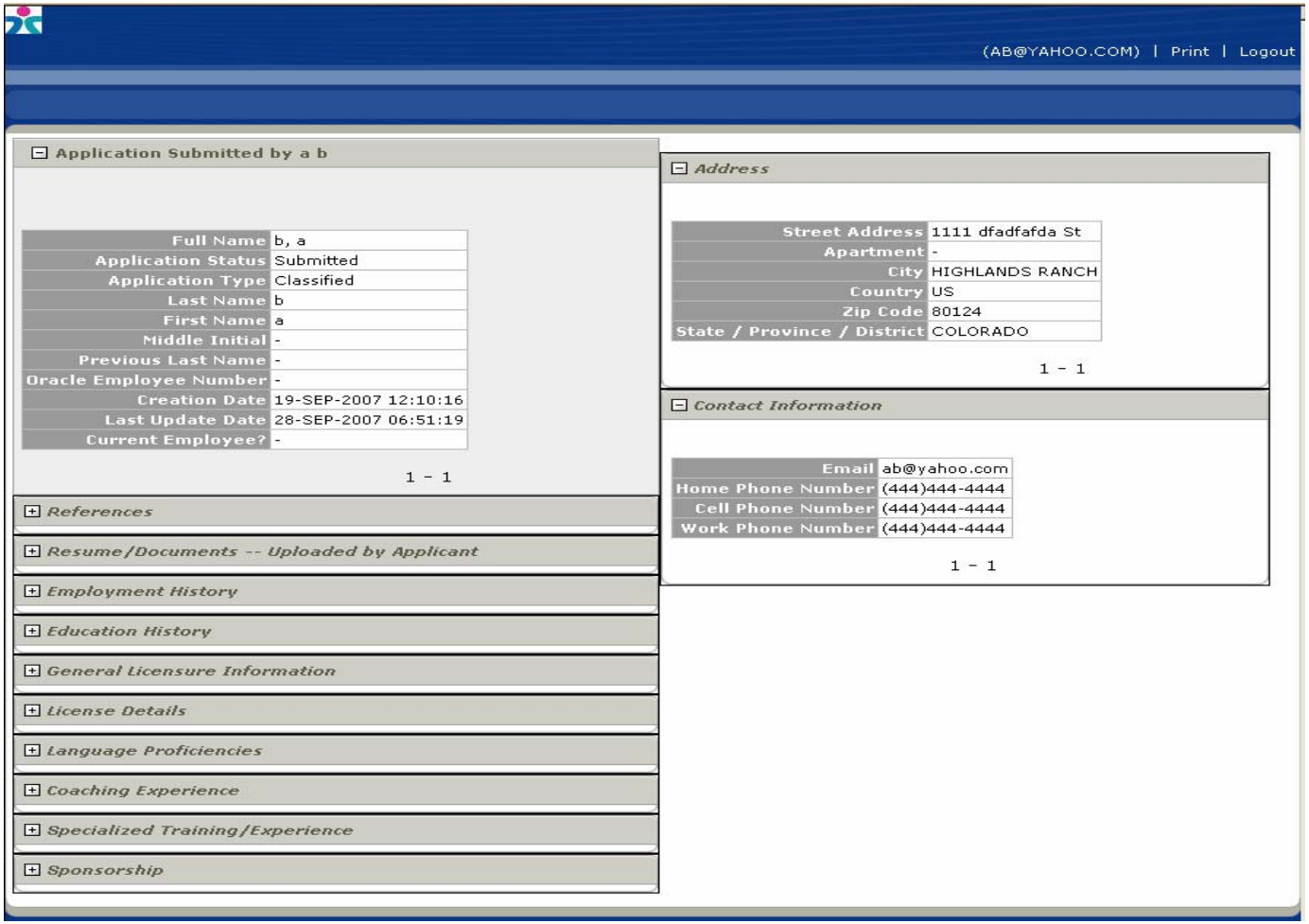
Applicant Key Features

- Intuitive navigation
- Upload application materials and save in database
- Email notifications
- Applicants manager their own accounts!

Applicant Interface



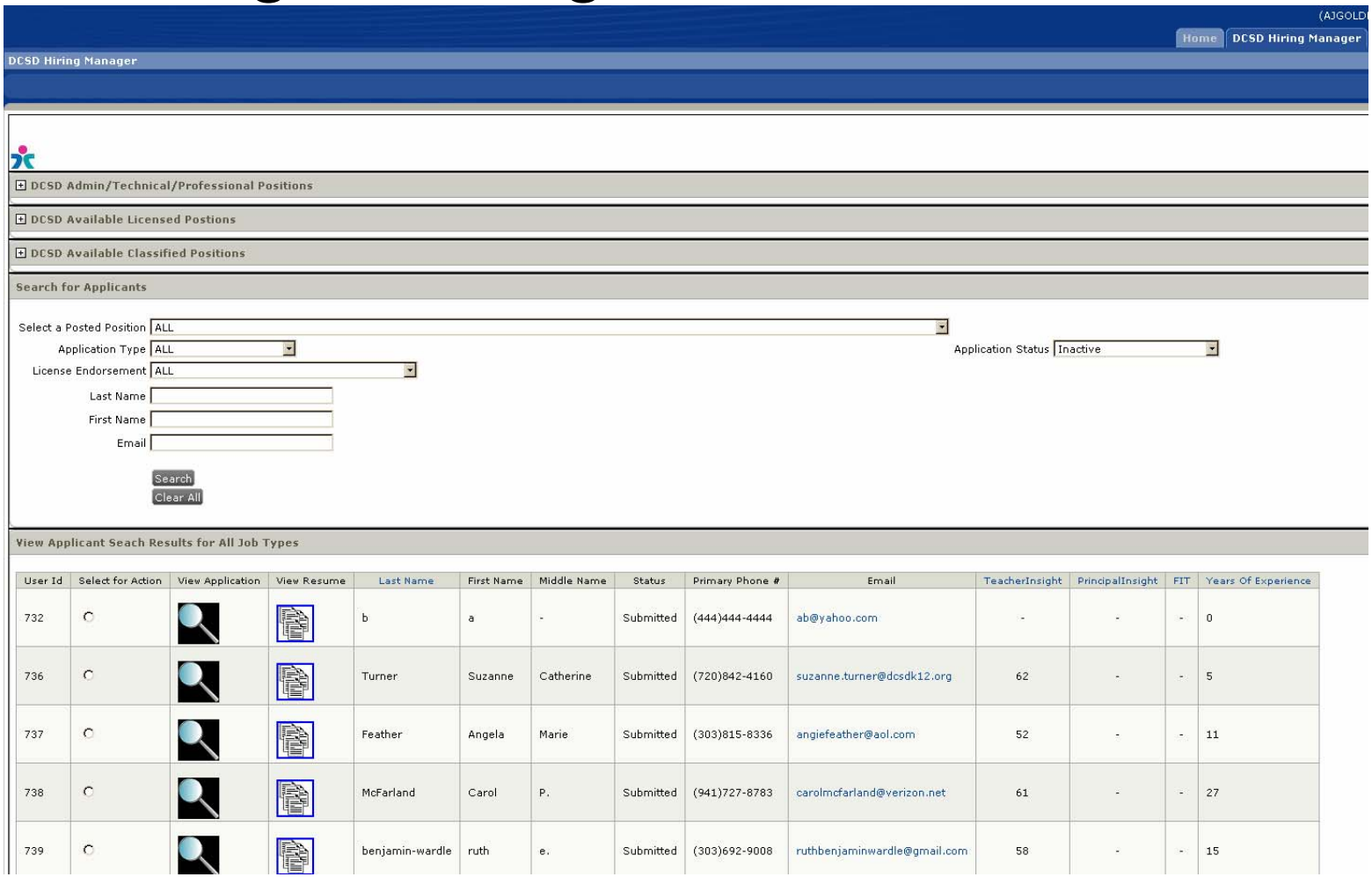
Applicant Interface



Hiring Manager Interface

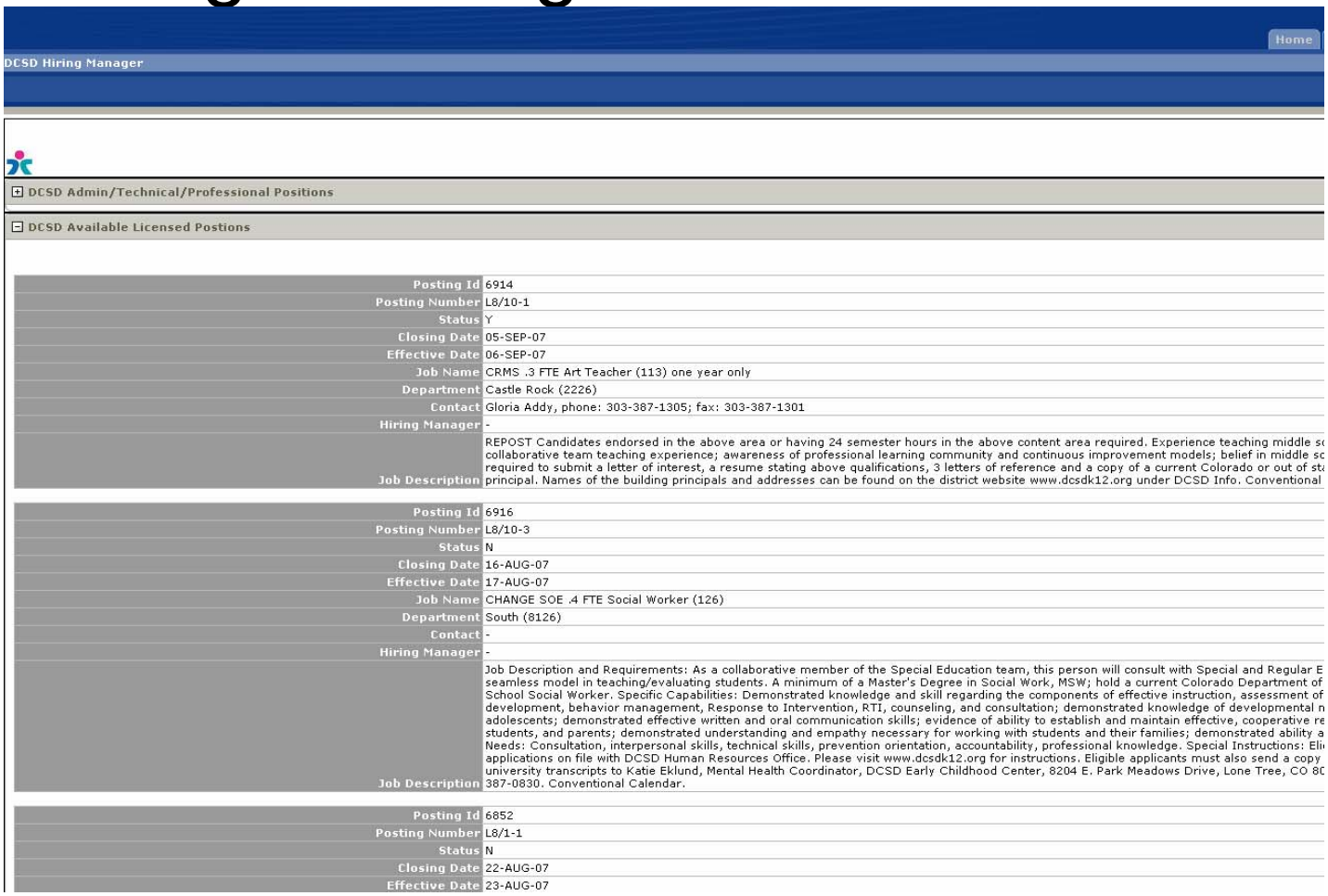
- Key Features
  - Review applicants
  - Review resumes
  - Review own job postings

Hiring Manager Interface



User Id	Select for Action	View Application	View Resume	Last Name	First Name	Middle Name	Status	Primary Phone #	Email	TeacherInsight	PrincipalInsight	FIT	Years Of Experience
732	○			b	a	-	Submitted	(444)444-4444	ab@yahoo.com	-	-	-	0
736	○			Turner	Suzanne	Catherine	Submitted	(720)842-4160	suzanne.turner@dcsdk12.org	62	-	-	5
737	○			Feather	Angela	Marie	Submitted	(303)815-8336	angiefeather@aol.com	52	-	-	11
738	○			McFarland	Carol	P.	Submitted	(941)727-8783	carolmcfarland@verizon.net	61	-	-	27
739	○			benjamin-wardle	ruth	e.	Submitted	(303)692-9008	ruthbenjaminwardle@gmail.com	58	-	-	15

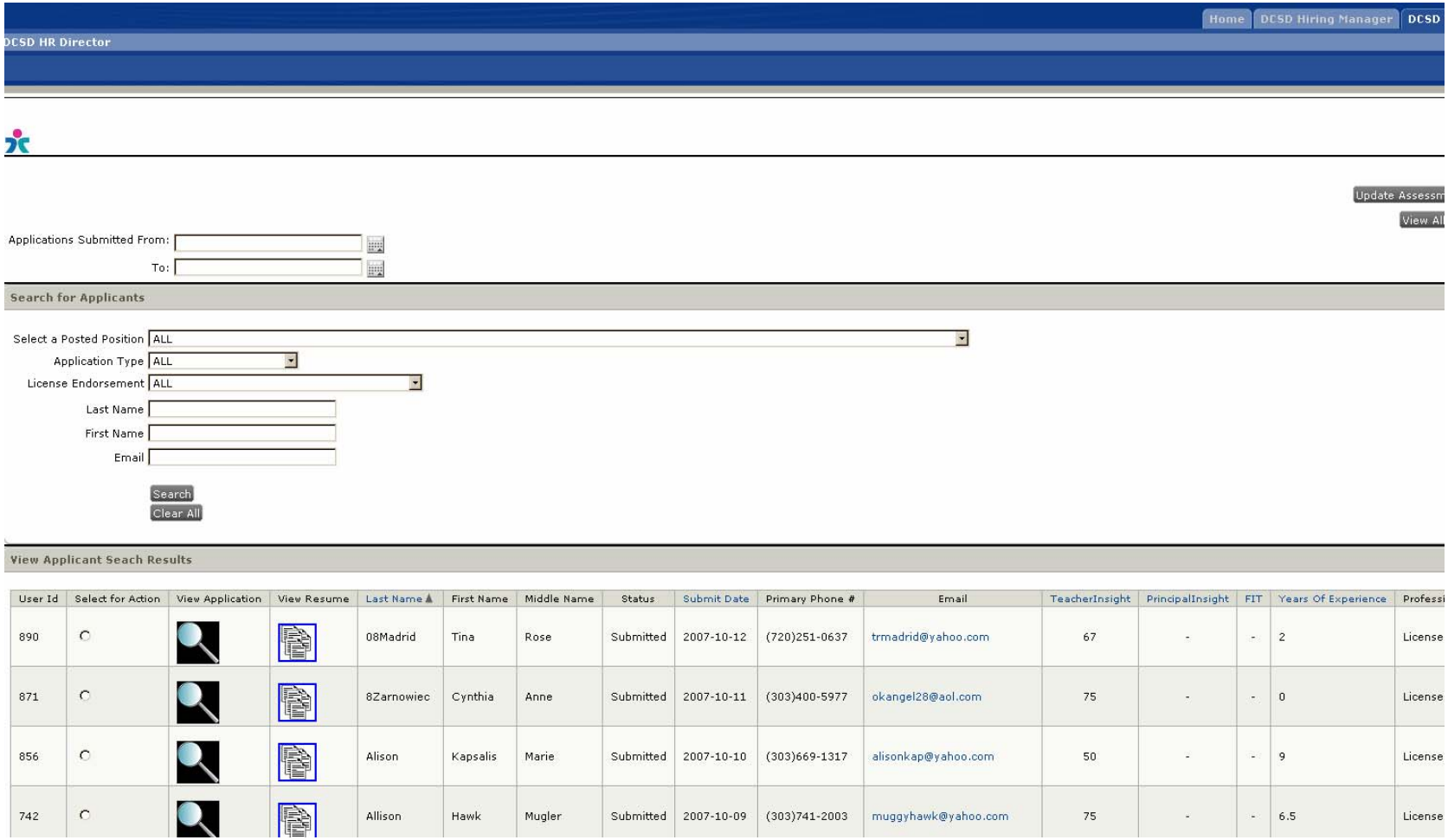
Hiring Manager Interface



HR Director Interface

- Key Features
  - Review applicants
  - Review resumes
  - Review job postings
  - Review and maintain assessment scores
  - Mass communications with all applicants
  - Export data to E-Business Suite

HR Director Interface



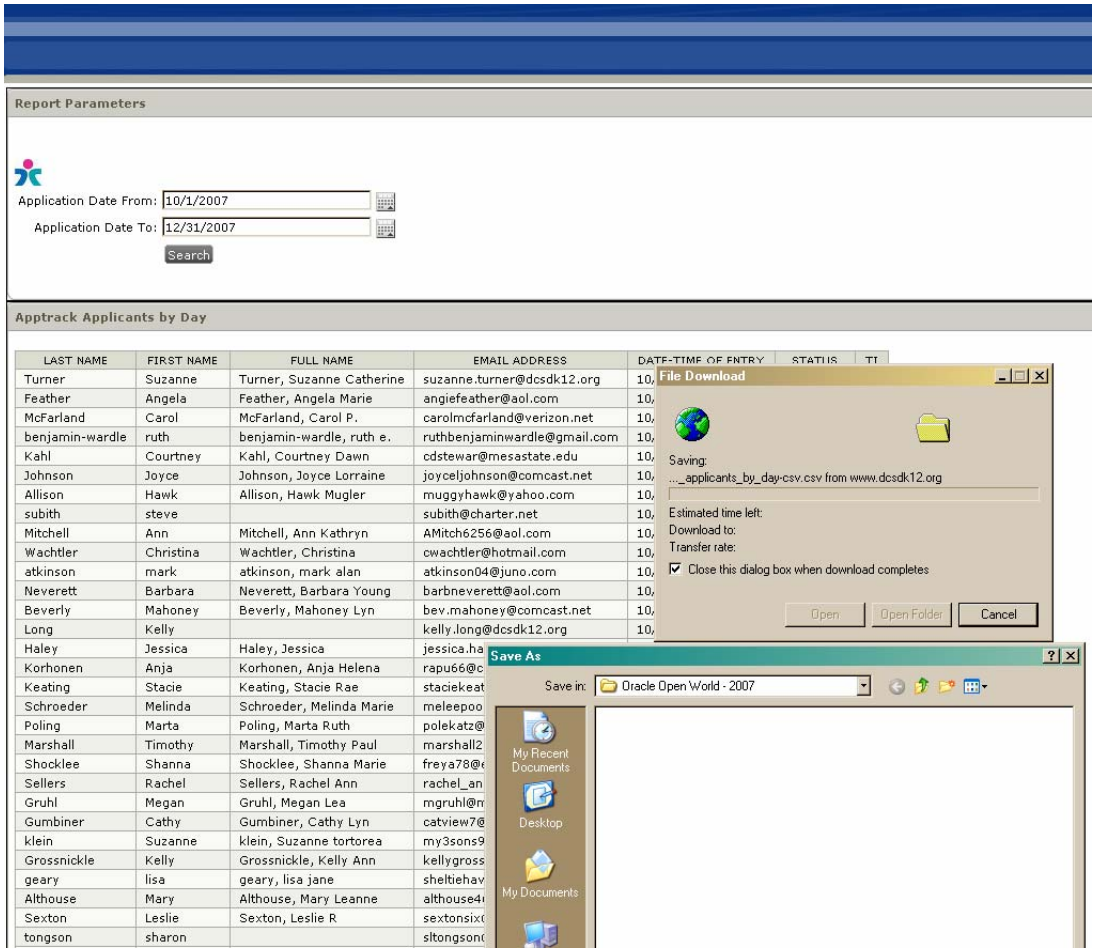
HR Director Interface

DCSD HR Director

Applicant Assessment Scores

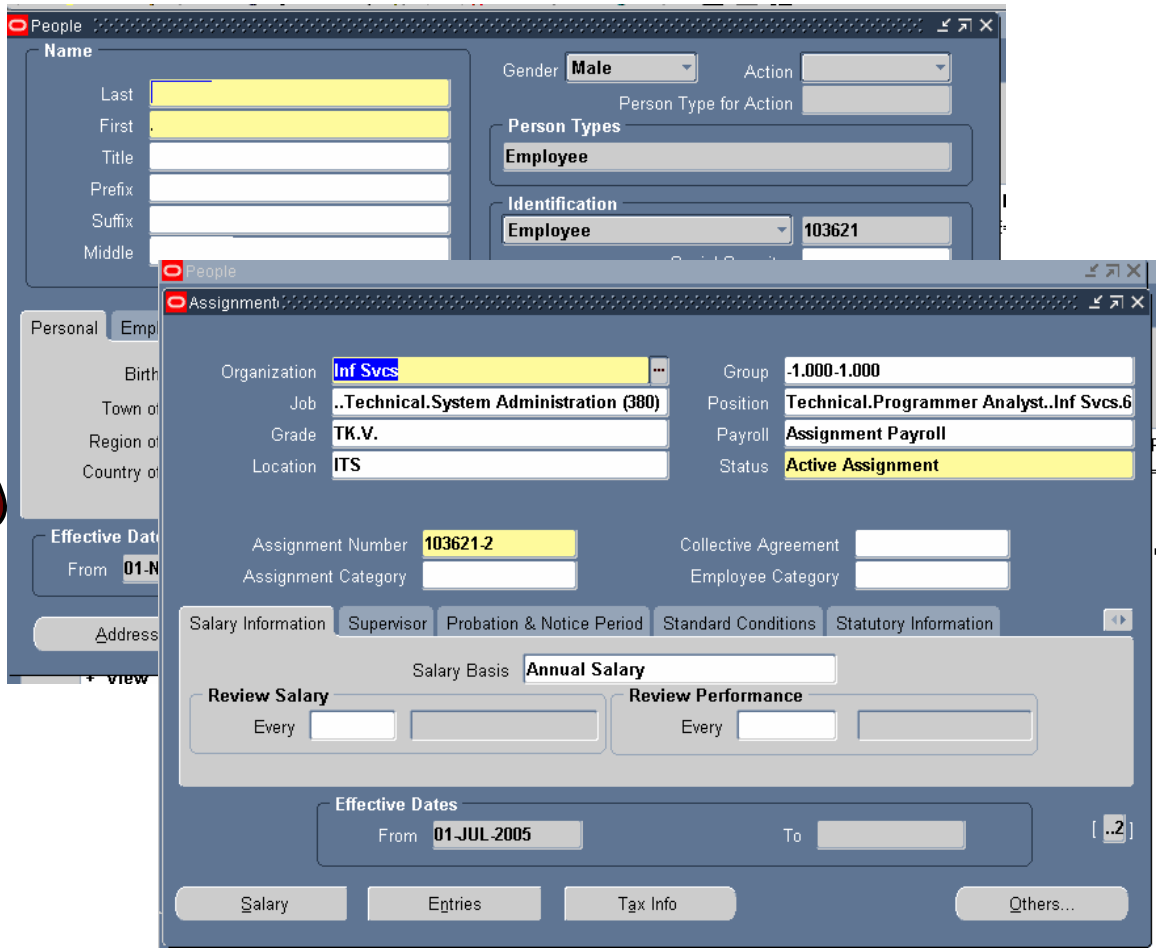
Edit	Last Name	First Name	Middle Init	Full Name	Email	App Type	Gallup TeacherInsight
	Rosenberg	Martin	A	Rosenberg, Martin A	macboo@comcast.net	Licensed	
	Russell	Jennifer	Lynne	Russell, Jennifer Lynne	jennifer.russell@email.cudenver.edu	Licensed	60
	Sandquist	Kristen	Michelle	Sandquist, Kristen Michelle	ksandqui@jeffco.k12.co.us	Licensed	56
	Schardt	Lori	Anne	Schardt, Lori Anne	lori_schardt@msn.com	Licensed	64
	Schlesinger	Joelle	LeVine	Schlesinger, Joelle LeVine	jschles@aol.com	Licensed	69
	Schloss	Julie	Ann	Schloss, Julie Ann	James.E.Schloss@US.Army.mil	Licensed	58
	Schroeder	Melinda	Marie	Schroeder, Melinda Marie	meleepooh@hotmail.com	Licensed	59
	Sebben	Dean	Anthony	Sebben, Dean Anthony	dsebben@uccs.edu	Licensed	65
	Seibert	Kate	B	Seibert, Kate B	kbseibert@alumni.duke.edu	Licensed	62
	Shaw	Fred		Shaw, Fred	fshawconsulting@aol.com	Licensed	73
	Shelton	Heather	L	Shelton, Heather L	photogirl80920@comcast.net	Licensed	60
	Shocklee	Shanna	Marie	Shocklee, Shanna Marie	freya78@earthlink.net	Licensed	59
	Simmons	Jodeen	Shue	Simmons, Jodeen Shue	josimmons1@earthlink.net	Licensed	

HR Director Interface



Transfer to Oracle HR

APPTRACK APEX database



Next Phase

- Integration with Position Control for Job Postings
- Interview comments
- Electronic versions of all EEOC forms
- Integration with Document Management
- In-District transfers

Lessons Learned

- Manage workspaces carefully
- Establish design standards
- Use of source control
- Page 0 in APEX
- Multiple programmers must coordinate their changes

What's Next?

- Upcoming Systems
  - Online Benefits
  - Food Service Requisitions
  - Balanced Scorecard

Summary

- Met criteria regarding cost and customization
- Interfaces with EBS
- Easy to code
- Simplifies data entry of new employees
- Lessons learned applied to other modules

QUESTIONS
ANSWERS