



Interviews & The Hiring Process

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Interviews & The Hiring Process

- **Reasons for higher than normal turnover**
 - Economic concerns:
 - Rate of pay – Avg. hourly salary for MO as of 10/20/2021 is \$21/hour.
 - <https://www.ziprecruiter.com/Salaries/Hourly-Rate-Salary--in-Missouri>
 - Humanistic concerns:
 - Covid19 – fear of the virus and opposition or attraction to the vaccines.
 - <https://www.kansascity.com/news/coronavirus/article254948037.html>
 - Changing of the Guard: Retirement, and welcoming a new workforce.
 - The Baby Boomer generation reaches retirement as a new demographic rises.
 - <https://www.stlouisfed.org/publications/regional-economist/october-2016/demographics-help-explain-the-fall-in-the-labor-force-participation-rate>

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- **As employers, at the District level what can we control, and what can we not?**
 - Can we change what the government will pay? Can we control pandemics?
 - Can we adjust, adapt, and change to meet the needs of a new work force?
- **Traditional Workforce**
 - May be less technologically inclined
 - May be less open to innovation or change
 - Trend towards long-term employment
 - More experience based in hands-on training
- **Modern Workforce**
 - Very switched on to technology
 - Open to innovation and change
 - Little aversion to changing or switching jobs
 - More experience based in virtual training

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- **What challenges are faced with interviewing and hiring new employees?**
 - Low starting pay compared to other options
 - Harder to reach qualified applicants through traditional measures
 - Lack of interview skills on both sides of the table
 - Lack of support in methods and policies in the hiring process
- **What tools can be used to solve these issues**
 - Online job listings
 - Web-based virtual interviews
 - Background checks and research of applicants
 - Handbook information about interviews

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- Mock Interview with a potential candidate
- Listen to questions and answers, look for inconsistencies
- Think about the questions and answers and how they apply to the candidate



Interviews & The Hiring Process

- **What were good questions and which were bad?**
 - Was it legal? Did the question violate policy or the law?
 - Was it useful? Will the question and/or the answer provide useful information?
 - Was it necessary? Does the question and/or the answer pertain to the job?

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- **Conclusions**

- What is the objective of the interview?
 - Have a job in mind; not a candidate, an age, or a gender
- What are the seven questions you cannot ask?
 - Age or genetic information
 - Birthplace or city of origin
 - Disabilities/health related questions
 - Gender/sex/sexual orientation
 - Marital status/family/pregnancy
 - Race/color/ethnicity
 - Religion

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- **Conclusions**

- What are a few questions you can ask?
 - Are you physical able to perform the duties?
 - Do you have a valid driver's license?
 - Do you have any external obligations that would keep you out of work?

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- **Resources for Interviewing and the Hiring Process**

- <https://mosoilandwater.land/sites/mosoilandwater/files/internal-4.01-hiring-and-promotions.doc>
- <https://mosoilandwater.land/sites/mosoilandwater/files/internal-4.01-02-interview-and-evaluation-of-candidates.doc>
- <https://drive.google.com/file/d/1L2oSmgOsGIUULVRVMrLTDszXXoDXXAd8/view>