

CONNECTIONS

DAS Human Resource Business Center

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DAS Kicks Off new HR Learning Center

Well received, and well attended. DAS kicked off its new initiative in having all state human resources professionals, managers, and supervisors thoroughly trained in a variety of topics. Master of ceremonies, DAS' Andrea Frankl Keilty, welcomed the attendees and gave the opening introductions.

The kickoff meeting was held at the Keeney Memorial Cultural Center in Wethersfield and approximately 100 to 150 people registered to attend. Sandra Sharr and Diane Mazar Roberts proudly unveiled the new Family and Medical Leave Act manual for state human resources professionals and described some of the training for FMLA that is included in the HR Learning Center curriculum. Toni Alponse spoke on the upcoming Automated Personnel System and PARS training she'll be instructing, Suzanne Liquerman addressed the courses she'll be offering regarding the American with Disabilities Act. Dr. Ed Ryczyk and Frank Rudewicz

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A Fair to Remember

They were a little nervous. The Human Resources Business Center had spent a month planning their Law Enforcement Career Fair. What if nobody showed up?

"We were hoping for 300 people to come through the door," said HRBC's Dr. Pamela Libby. Her office had rented out a few conference rooms at the Institute of Industrial and Engineering Technology in downtown New Britain for their Saturday affair. They had a dozen state agencies setting up booths, readying their videos and presentations for the legions of interested candidates that were hopefully going to show.

At day's end, 600 people had come to the career fair interested in becoming a member of Connecticut's law enforcement community. Fair participants included: Central Connecticut State University, Department of Children and Families, Department of Correction, Department of Environmental Protection, Department of Mental Health and Addiction Services, Department of Motor Vehicles, Department of Public Safety – State Police, and the University of Connecticut police.

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DAS' Dr. Pam Libby answers attendees' questions at the Career Fair.

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spoke on additional state manager training at Central Connecticut State University and workplace violence prevention, respectively.

“Instead of different groups of state personnel having very specified knowledge of a few human resources subjects, it’s our objective to have all state personnel have a wealth of information on every human resources subject,” said DAS Commissioner Barbara Waters.

Available at the kickoff were curriculum brochures, Family and Medical Leave Act manuals for designated recipients, and samples of the course materials for the HR Learning Center pilot classes.

“We’re really excited to get this program rolling,” said Keilty. “And we’ll continue to add new courses as our customers communicate their needs to us.” For a copy of the curriculum brochure and registration information, please contact Kathleen Sullivan at (860) 713-5231.



Attendees flock to the HR Learning Center display table to learn more about FMLA, APS, and the HR Learning Center curriculum.

Dr. Henry Lee Speaks to Record-Size IPMA Audience

by Dan Callahan, IPMA president

The hardest working and most famous state employee, Dr. Henry Lee, addressed the largest CT-IPMA luncheon audience in recent memory on February 28. The response to Dr. Lee’s appearance at the luncheon was tremendous. One hundred and eighty people attended the luncheon - about three times its normal size.

His presentation did not disappoint. He thrilled the audience with a slide show and humorous stories from his career as forensic scientist, police captain and his current role as the commissioner of the Department of Public Safety. Some in the audience were awarded Junior Trooper badges for responding to questions; hopefully, their children will get them, although I don’t know if the lucky winners will part with their prizes based on the looks on their faces. For me it was the highlight of my presidency so far, to see so many old and new faces gathered together and having such a good time.

For me it was the highlight of my presidency so far, to see so many old and new faces gathered together and having such a good time.

Special thanks go out to our IPMA Secretary, Anne Fairbanks, who handled the huge task of handling registrations and arrangements; and to Rick Andisio of DAS (who along with me bore the brunt of Dr. Lee’s best jokes) for helping us to get Dr. Lee to fit us into his busy schedule.

Deputy Commissioner takes up teaching

DAS' Human Resources Business Center is going international. DAS Deputy Commissioner Alan Mazzola was asked to speak to a delegation of human resources professionals from Botswana Africa for the Institute of Public Service International (IPSI).

The IPSI is part of the Office of International Affairs, the focal point for international activities at the University of Connecticut. IPSI's mission is to provide state-of-the-art management training to administrators and managers of public, private, and non-profit organizations from Africa, Asia, Central and Eastern Europe, Latin America, and the Middle East.

"The delegation had some really good questions and I gained a lot of insight into how their government works," said Mazzola. He explained the functions of DAS' HRBC including compensation and classification, agency liaisons, workers' compensation, and personnel and payroll.

They seemed surprised to learn how much DAS does for Connecticut," said Mazzola. "They were very interested in Strategic Planning and our Financial Services Center, and seemed very impressed with the amount of work one agency does for Connecticut."

The delegates have heard various reports from public and private human resources professionals and will take the information back to their respective governments for consideration and implementation into their own HR systems.

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Over 600 interested applicants (right) signed in to learn more about Connecticut law enforcement positions.



Attendees talked with representatives and viewed video presentations to learn more about individual organizations and their expectations for applicants.

Department of Environmental Protection's Diane Ragali said, "We thought the fair was well attended, which says a lot for the advertising of the event. There was a diverse population from all over the state, not just the Greater Hartford area. The location was centrally located and the facility was excellent."

"I'm so pleased with the outcome," said Libby. "Especially because the other agencies said that they felt the Career Fair was a big success." A survey sent to career fair attendees also showed an overwhelming positive response to the event. Libby went on to say that DAS would be available to organize other interagency recruitment events. "When agencies are recruiting for similar jobs, this can be a very cost-effective way to recruit the best and the brightest to state government," she added.

Recruitment Corner

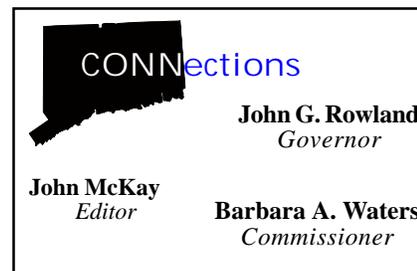
State agencies are beginning to look at the Internet as a tool for advertising and announcing employment positions. For the novice and even the experienced user, this can be an intimidating challenge. Knowing the best sites to attract candidates can be very confusing, as they all claim to be the best site on the web.

Recruitment Specialist Patsy McLaughlin recommends *CareerXRoads* (fifth edition) by Gerry Crispin and Mark Mehler. It is the number one resource directory to job, resume, and career management sites on the Internet. The authors have reviewed more than 500 Internet sites and have catalogued and cross-referenced more than 1,500 sites. It is a staple in any human resources professional's or recruiter's library. The book lists job sites that charge fees, and sites that are free. There are specialized sites in practically all the major professions. The cost is only \$26.95 (\$5.00 shipping and handling), and is well worth it.

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