Friday, December 16th, 2022

New isolved release: version 8.24

Highlights

isolved version 8.24 includes information regarding Colorado's new Paid Family & Medical Leave Insurance (FAMLI), Oregon's new Paid Leave Oregon program, Applicant Tracking enhancements, as well as updates to include the new Occupation and Industry Start Date fields and Job Levels that were added in the last release to additional areas within isovled.

Payroll
- Colorado's new Paid Family & Medical Leave Insurance (FAMLI)
- Oregon's new Paid Leave Oregon program

HR
- Addition of Occupation and Industry Start Date fields within the Client New Hire Wizard and Report Writer

Applicant Tracking
- New option to include Background & Drug Screening Policy Disclaimer on Job Listings
- Additional Questions, Applicant Statement, and EEO Questions added to Talent.com integration
- Enhanced Requisition Overview Report
- Requisition ID Search capability
- Auto-tag "Unhireable" applicants based on the "not eligible for rehire" designation in isolved.

Payroll

Colorado's new Paid Family & Medical Leave Insurance (FAMLI)
FAMLI requirements take effect January 1st, 2023

Colorado's new family leave insurance provides Colorado employees with twelve weeks of paid family and medical leave. Employers and their employees are both responsible for funding the program and may split the cost 50/50. The premiums are set to 0.9% of the employee's wage with .045% paid by the employer and 0.45% paid by the employee.

Businesses with nine or fewer employees to do not have to contribute to the program but do have to remit their employee's share (0.45%) of the premium on behalf of the employees each quarter.

Please see the FAMLI article on the Insperity Help Center for detailed information regarding the legislation, important dates, links to resources, FAQs, and information about how the tax will be implemented within isolved.

Oregon's new Paid Leave Oregon Program
Paid Leave Oregon begins with the first date of pay in January 2023

We will send out a notification shortly when this article is available on the Insperity Help Center.

HR

Updates to Client New Hire Wizard and Report Writer
Job Levels, Occupation and Industry Start Date fields added to additional screens

Our last isolved release (8.23) redesigned your Job screens and included the ability to begin tracking an employee's Industry and Occupation Start date and create Job Levels. As a continuation of that enhancement, this release adds Job Levels and the Industry and Occupation Start Dates to additional areas within isolved:

- Client New Hire Wizard – now you can update an employee's Occupation and Industry Start Dates on the Job and Labor screen during the Onboarding process.

- Report Writer – Select the "Employee Job" Field Category within Report Writer to report on an employee's Occupation or Industry Start Date or Job Level.

Applicant Tracking

Applicant Tracking Enhancements

For those clients using isolved's Applicant Tracking product to secure dependable employees that are a right fit your business, we have several enhancements we are excited to introduce.

New Background & Drug Screening Policy Disclaimer field on Job Listings

A new option was added to your Jobs Settings and Job Listing area that allows you to create a Background & Drug Screening Policy Disclaimer to communicate your company's background screening policy to applicants.

When creating a Job Listing, you can easily choose which disclaimer you want to pull into your job ad. This information will only be displayed on your career site below your job listing description. To prevent your job from receiving lowered visibility, it will not be included with your job ad on the job boards.

Talent.com Job Board Quick Apply enhancement

Your job questions are not being asked from applications that apply using the Talent.com quick apply integration. This will help you get more information from applicants who apply on Talent.com. If you would like to include Additional Questions, an Application Statement, and/or EEOC questions, please reach out to your Payroll Specialist.

What is the Quick Apply Process?

We partner with job boards to drive greater visibility and more applicant traffic to your job listings, then we optimize the process in order to yield more completed applications.

One of the ways job boards collect more applications is by offering a **Quick Apply** (aka Apply Now, Easily Apply, Mobile Apply) feature. This feature allows the job seeker to apply for any job found on that board using a profile they have created with that specific job board. The Quick Apply process is used regardless of what device the job seeker is using to apply (desktop computer, laptop, phone, or tablet).

How is the Quick Apply process/application different?

When applicants apply from your career site, we control the information collected and that you require on your online application.

With job boards that isn't the case, which is why many of them redirect applicants to the career site.

The biggest job boards like Indeed, Glassdoor, Monster, and ZipRecruiter, however, want applicants to stay on the board and apply to as many jobs as possible so they offer a "Quick Apply" option, which allows job seekers to apply to jobs on their boards using the profile they keep on that job board. This makes it easy for the job seeker, and great for the job board!

The potential downside of this for you, however, is that Job boards do not require job seekers who use the Quick Apply process to fill out all of the information that may appear/be required on your online application with isolved Applicant Tracking. Because all of the information you require on your application is not collected, these applicants are tagged as "incomplete" in isolved Applicant Tracking.

Metrics over time prove that Quick Apply still drives more applicants who START your application than when applicants are redirected to your website. This makes Quick Apply a driver of applicant traffic that we just need to harness by converting those applicants from incomplete and motivating them to complete the application.

We have an optimized application set up to help our clients get all of the information they need from their applicants, while still trying to keep the application process short.

Getting the most from the Quick Apply applications is one of the many reasons we encourage a 2-Stage Application.

Because of our unique partnerships with the main job boards like Indeed and ZipRecruiter, we are also able to pass through more information and can collect more information than other applicant tracking systems. If enabled on your application settings, this includes:

- Parsing the applicant's resume into the application record fields (employment and education history)
- Section instructions (e.g. Voluntary Disclosure instructions)
- Job Screening questions (based on job board functionality)
- Additional questions (based on application setup settings)
- EEO questions (gender, race, Vets, disability)
- Disclosure statements

Enhanced Requisition Overview Report

Additional data fields within the Requisition Overview Report. You can also now print requisitions and their associated job descriptions from within the report.

Requisition ID Search capability

You can now search using the requisition ID within the Requisition Dashboard.

Auto-Tag Unhireable applicants based on their "eligible for hire" status in isolved

If an employee is not marked as 'eligible for rehire' in isolved a tag will appear in isolved Applicant Tracking that will also show them as 'Unhireable'.

For more information about the changes in the version 8.24 release, contact your Payroll Specialist.