

Talent Recruitment and Engagement Management System (TREMS)

Talent Recruitment and Engagement

Office of Human Resources

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Beginning Monday, October 10, 2016, the UW-Madison employment site (jobs.wisc.edu) has a new look for job applicants and, behind the scenes, a new system for those managing the recruitment, assessment, selection and onboarding processes.

The new applicant tracking system – the Talent Recruitment and Engagement Management System (TREMS) – was identified in HR Design’s “A Strategic Plan for a New UW-Madison Human Resources System” released in December 2012 after a thorough study of the campus needs, including over a year of continuous engagement with UW-Madison employees. Specifically, the HR Design Strategic Plan identified the need to implement an applicant tracking system to:

- Capture applications through an efficient, consistent, applicant-friendly, one-stop location;
- Improve timely communications with applicants;
- Systematically collect Affirmative Action and Equal Employment Opportunity information;
- Streamline processes to support recruitment, selection, and onboarding of applicants.

It was also clear that there should be one standard “buy-not-build” solution which tied to the unique needs of UW-Madison users, maximized integration, scalability, and secured sensitive data. Key features include:

- Applicants apply online
- Administrators communicate directly with applicants by way of the system
- Administrators manage applicant materials in the system
- Enhanced user experience

The process leading up to the rollout included: Introducing TREMS to Campus Stakeholders Group of Human Resource representatives (December 2015), User Acceptance Testing Workgroup (May & June 2016), a Faculty Recruitment Process Workgroup (July 2016) and campus demonstrations for all HR professionals (August 2016).

To date, the TREMS team has provided comprehensive training to certify more than 200 human resources administrative users in the new system. This training will continue with a forecast of training more than 400 administrative users