

Integration of jobs.wisc.edu with external job boards

Office of Human Resources
Talent Recruitment and Engagement

BACKGROUND

Beginning November 2016, OHR increased the number of job boards that integrate with jobs.wisc.edu. The following document highlights some details concerning this.

Content

1. Integration with Job Boards
2. Compliance with Department of Labor Regulations
3. List of websites that currently scrape jobs.wisc.edu

1. INTEGRATION WITH JOB BOARDS

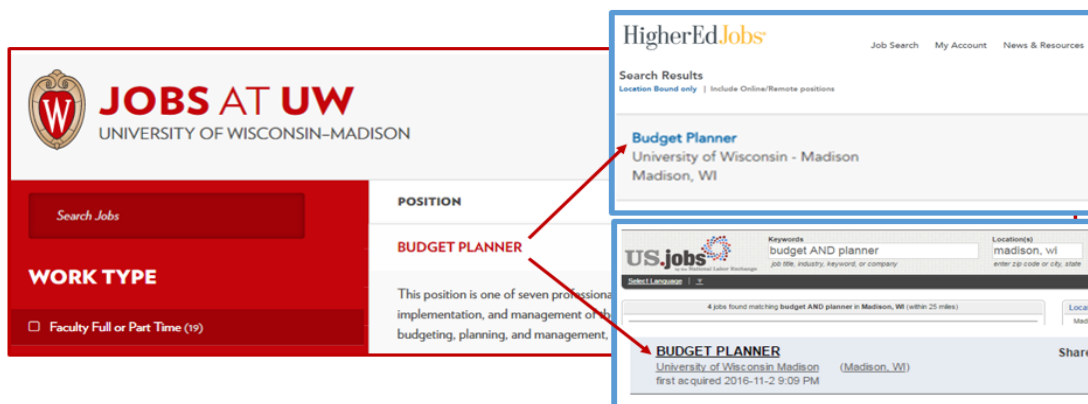
1.1. What is job scraping?

Job integration or scraping is the process by which jobs are captured from the employer website and posted directly to external job boards. Through this process, job boards extract copies of our positions from jobs.wisc.edu and post this information on their own websites. Job boards mimic the jobs as they appear in our website, which ensures automatic updates if positions are edited. Job scraping is conducted by various vendors. A total of 40 external job boards are scraping our jobs automatically at this time. The full list of external job boards can be found on page #4 of this document.

Numbers at a glance

# Job boards that currently scrape jobs from our site	41
# Job boards that target higher education professionals	4
# Job boards that target diversity sources	8
# Job boards for Veterans	12
# Job boards for People with Disabilities	11
# General job boards that may scrape positions from jobs.wisc.edu	14

Illustration of integration with job boards



1.2. For how long are jobs posted with these job boards?

Generally, jobs are scraped daily; positions are expected to appear on the external job boards a day after they are posted on our website. Your Job will remain on the external job boards for as long as the job is posted in jobs.wisc.edu.

1.3. What do I have to do to post my jobs with these job boards?

This is an automatic process. No action is required from you or your unit to post your jobs on the job boards under this integration. This is a free service for UW – Madison units.

1.4. What if I want to place a “print ad” with any of these vendors?

The large majority of the vendors included through this integration are “web only”, with the exception of the publications *Diverse Issues in Higher Ed* and *Inside Higher Ed*. Pricing for additional “print ads” is not included in this integration, units will be responsible for cost and placing the ad with these two vendors.

1.5. Should I continue advertising my jobs with traditional journals, and other vendors that are not included in this list?

Units are highly encouraged to continue advertising with professional journals and other advertising sources such as Monster, LinkedIn, and any other vendors of your preference.

1.6. Is the old employment website part of this integration?

The old employment website continues to be scraped by *Higher Ed Jobs* and *Diverse Issues in Higher Ed*. Scraping from this site is going to continue until all jobs posted in the that old employment website expire. All other vendors are not scraping from the old website.

1.7. How are applicants submitting their applications?

When applicants view our postings on any of these sites, they are automatically directed to the actual posting on jobs.wisc.edu; then they submit their applications through our online system TREMS.

2. COMPLIANCE WITH DEPARTMENT OF LABOR REGULATIONS

2.1. Am I complying with affirmative action requirements of the Department of Labor?

Yes, this integration ensures the compliance with the affirmative action requirements of the Department of Labor to recruit qualified minorities, women, persons with disabilities, and covered veterans. These expanded outreach efforts support the compliance with [Section 503 of the Rehabilitation Act](#), [Executive Order 11246](#), and the [Vietnam Era Veterans' Readjustment Assistance Act of 1974](#).

For additional questions on compliance with affirmative action requirements, contact the Office of Equity and Diversity at veronica.sundal@wisc.edu

2.2. By using the ads placed from the job integration, am I satisfying the recruitment requirements set forth in the Department of Labor regulations so I can file a permanent residency application for a full time permanent teaching position?

Yes. The Department of Labor now accepts electronic or web-based advertisements that are placed in national professional journals. A print advertisement is not required so long as the following conditions are met:

- The advertisement for the job opportunity for which certification is sought is posted for at least 30 calendar days on the journal's web site;
- The documentation to show that the advertisement was in an electronic or web-based national professional journal must include evidence of the start and end dates of the advertisement; and
- A full advertisement must be placed in the journal. A full ad includes the title, duties and minimum education, training and experience requirements.

Not all job integration websites qualify as national professional journals. **It is recommended that departments print a copy of the ad placed on the Inside Higher Ed (IHE) or the Chronicle of Higher Education (CHE) websites.**

In order for the University to file a permanent residency application if an international applicant is hired, the University must conduct a competitive national recruitment that meets the US Department of Labor regulations. The DOL regulations require at least one full advertisement be in a professional journal of national circulation. A full advertisement is one that lists the official title(s), duties and minimum education, training and experience requirements for the position. The ad must match the PVL.

Please note what is scraped by *Inside Higher Ed* and the *Chronicle of Higher Education* does not include all the information required by the DOL for a permanent residency petition. To meet the Department of Labor requirements, the job duties must be in the advertisement and they must specifically include teaching. If departments want to rely on the *Chronicle of Higher Education* or *Inside Higher Ed* ad as the basis for the permanent residency, the department **must** include the job duties in the **Principal Duties** and the **Position Summary** sections of the PVL.

For additional questions on compliance with the Department of Labor regulations to file a permanent residency application for a full time permanent teaching position, contact International Faculty and Staff Services (IFSS) at jennifer.taylor@wisc.edu

SEE THE FULL LIST OF EXTERNAL JOB BOARDS ON PAGE # 4 OF THIS DOCUMENT.

3. LIST OF WEBSITES THAT CURRENTLY SCRAPE JOBS.WISC.EDU

The following list contains the vendors that the University of Wisconsin – Madison is officially integrating with for job scraping purposes.

Scraping Verification: The acquisition of our jobs could not be verified with all the vendors; some vendors have “members only” sections where the jobs are posted; the “*scraping verification*” column below identifies the websites that we have verified that are scraping our jobs.

Source	Scraping verification	Higher Ed	Diversity	Disability	Veterans	Federal Government (FG)	State Government (SG)	General Job Boards (GJB)
All Sup Disability	Verified			Disability				
American Job Center (USDOL)	Verified					FG		
Beyond.com	Not verified							GJB
Black Perspective	Verified		Diversity					
Campus Pride	Verified		Diversity					
Career Bliss	Not verified							GJB
CareerOneStop (USDOL/ETA)	Verified					FG		
CASY/National Guard Employment Program	Verified				Veterans			
Chronicle of Higher Education	Verified	Higher Ed						
Deaf To Work	Verified			Disability				
Diverse Issues in Higher Ed	Verified	Higher Ed	Diversity					
Diversity Jobs	Verified		Diversity					
Easter Seals	Verified			Disability				
eBenefits Veterans Employment Center	Verified				Veterans	FG		
Enable America	Verified			Disability				
Facebook Social Jobs Partnership	Not verified							GJB
Flexjobs	Not verified							GJB
Higher Ed Jobs	Verified	Higher Ed						
hireveterans.com	Verified				Veterans			
Hispanic Today	Verified		Diversity					
Info.com	Not verified							GJB

Source	Scraping verification	Higher Ed	Diversity	Disability	Veterans	Federal Government (FG)	State Government (SG)	General Job Boards
Inside Higher Ed	Verified	Higher Ed						
Job Inventory	Not verified							GJB
Jobalot	Not verified							GJB
Jobs for Seniors	Verified							
Juju	Not verified							GJB
Land A Job	Verified			Disability				
Military Spouse Connections	Verified				Veterans			
Military Spouse Corporate Career Network	Verified				Veterans			
Mitula	Not verified							GJB
My Next Move (USDOL/ETA)	Verified					FG		
My Next Move for Veterans – U.S. DOL/ETA	Not verified				Veterans			
My Skills My Future (USDOL/ETA)	Not verified							
Our Ability	Verified			Disability				
Save Our Veterans	Verified				Veterans			
Servant@Heart Christian Business Directory	Verified							GJB
St. Christopher Parish	Verified							GJB
State of Wisconsin	Verified						SG	
Summer.jobs	Not verified							GJB
TalentPlanet	Verified							GJB
The Ladders	Not verified							GJB
Think Beyond The Label	Verified			Disability				
Trovit	Not verified							GJB
United Spinal Association	Verified			Disability				
Universal Technical Institute	Not verified							GJB
US Military Pipeline	Not verified				Veterans			
US.jobs Disability	Verified			Disability				
US.Jobs National Labor Exchange	Verified						SG	

Source	Scraping verification	Higher Ed	Diversity	Disability	Veterans	Federal Government (FG)	State Government (SG)	General Job Boards
US.jobs Veterans	Verified				Veterans			
USA Cares	Verified				Veterans			
Vet Central	Verified			Disability	Veterans		SG	
Vet720.com	Verified				Veterans			
Veteran's Enterprise	Verified				Veterans			
Veterans Job Bank	Verified				Veterans			
Virtual Career Network Healthcare	Verified					FG		
Way Finders Careers	Not verified		Diversity					
Women for Hire	Verified		Diversity					
Women in Business and Industry	Verified		Diversity					
Workforce Recruitment Program	Not verified			Disability				
Zippia.com	Not verified							GJB
Ziprecruiter.com	Not verified							GJB

Any questions?

If you have additional questions, please email adin.palau@wisc.edu