



STATE OF NORTH CAROLINA
OFFICE OF STATE HUMAN RESOURCES

JOSH STEIN
GOVERNOR

STACI MEYER
DIRECTOR

Memorandum

TO: Cabinet Agency HR Directors
FROM: Staci Meyer, Director *SM*
DATE: May 13, 2025
RE: Cabinet Agency Support of the JoinNC Website and Initiative

At the last HR Directors Meeting, we heard from Temporary Solutions Manager Joe Gilroy that more than 1,100 job seekers have submitted an Interest Card through Governor Stein's JoinNC website (www.nc.gov/joinnc) since it launched on March 20, 2025. Our team has connected with most of these job seekers directly and provided them with a variety of services supporting their search for employment with North Carolina state government. As Joe shared, we have pointed job seekers to over 1,000 open positions with every state agency that has advertised a vacancy since March 20th. More than 300 people have participated in virtual job seeker training and, as of April 25th, job seekers who submitted an Interest Card have applied for 1,079 state jobs.

As JoinNC job seekers are submitting applications and making their way through the hiring process, we need to capture as much data as possible to help guide our JoinNC program planning and services. Currently, our team is comparing, each week, email addresses used by job seekers on Interest Cards to email addresses used by applicants in NEOGOV to determine how many JoinNC job seekers have applied for state jobs and the status of their applications. We are also using this information to follow up with applicants as they go through the screening process, prepare for interviews, and await hiring decisions. This method has allowed us to collect and compile data internally without placing extra reporting requirements on state agencies.

I want to make sure that we can continue this process of using data directly from the Interest Cards and NEOGOV so your teams can focus on recruiting and filling vacant positions. To accomplish this, please direct your HR staff, hiring managers, and all others involved in the hiring process to do the following:

- 1) Establish aggressive but achievable timelines for requesting to post, posting, screening, interviewing for, and filling vacant positions. Currently, our statewide average time to fill is between 180 and 200 days. I encourage you – and offer our support wherever we

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can – to continue your work on improving your agency’s average time to fill so together we can drive down the statewide number. Please reach out to me directly if you have any specific requests for assistance.

- 2) Ensure that NEOGOV is updated each time an application changes status (i.e., referred, screening, interviewing, etc.) and that these updates are done timely. This week we were excited to see that several JoinNC applicants had been offered an interview and that at least one had received a job offer. We count these as success stories and want to be able to share these with the Governor’s Office, the agencies, and especially job seekers. Also, our follow-up services, particularly our offering practice interviews, depend entirely on timely and accurate reporting of this information.
- 3) Add two new supplemental questions to each of your job postings. The first should ask the applicant where they learned of the job opportunity and include “JoinNC website” as one of the options. The second should ask if the applicant has been affected by federal funding reductions or by Hurricane Helene and, if so, which of these.
- 4) Broadly promote the JoinNC website and services. Since its launch, the JoinNC website has been visited over 22,000 times by people across North Carolina and beyond. We have reached a lot of job seekers, but we know there are more to serve. We have seen a spike in website traffic and Interest Card submissions whenever the Governor’s Office has issued a press release or social media post about the site. I encourage you to work with your agency’s Communications Division to consider spreading the word in a similar way. Also, please be sure to promote JoinNC at job fairs, networking events, and wherever you connect with job seekers.

Finally, our Temporary Solutions team will be scheduling bi-weekly meetings with state agencies to discuss our and your JoinNC statistics, efforts, and results. Cabinet agencies are required to identify one or more representatives to attend and contribute to these virtual sessions. Please provide the name(s) and contact information of your representatives to Temporary Solutions Assistant Manager Heather Garrett (heather.garrett@nc.gov) no later than Friday, May 23.

I am very proud of the work that our team has accomplished on this initiative, and I know that, with your support, we can reach many more people in need of this assistance. Thank you for your help.

Cc: Kristen Bierline
Tammy Penny
Joseph Gilroy
Heather Garrett