

## Chapter Pers 27

### WISCONSIN CAREER CANDIDATE

Pers 27.01 Establishment and definition      Pers 27.02 Provisions

**Pers 27.01 Establishment and definition.** The classification titled "Wisconsin Career Candidate" is established pursuant to section 16.32, Wis. Stats., and these rules whereby college seniors and recent graduates are recruited and examined to establish eligibility for certification from the "Wisconsin Career Candidate" list for entry professional classes in the state classified service. Under provisions of 16.32 (6), Wis. Stats., the director shall explore and implement the broad use of a variety of personnel and selection processes to develop an increasingly effective college recruitment and selection program.

**History:** Emerg. rule eff. 2-15-64; cr. Register, May, 1964, No. 101, eff. 6-1-64.

**Pers 27.02 Provisions.** In accordance with the purpose expressed above and with the legislative intent expressed in section 16.32, Wis. Stats., the use of this procedure shall be subject to the following provisions:

(1) **SCOPE.** The director shall establish and maintain a Wisconsin career candidate employment list. Such list may be used to certify eligibles for appointments to the classified service in those positions or classifications as designated by the director.

(2) **ELIGIBILITY.** The competitive examinations shall be free and open to all seniors and recent graduates of our institutions of higher learning as well as from other sources, and who are citizens of the United States regardless of residence.

(3) **EXAMINATIONS.** To insure the employment of young men and women with sound academic background, a strong desire to acquire knowledge, an aptitude for the public service, and a strong interest in government, examinations for eligibility shall be administered to determine the merit and fitness of these persons. Such examinations shall be conducted annually not later than March 1 at convenient sites including college campuses in Wisconsin and at such other times as required to fill the needs of the service.

(4) **CERTIFICATIONS.** To insure employment of Wisconsin career candidates, certification and selection may be made from among any applicants who have attained eligibility. In those classifications which require specialized training, selective certification may be made from among those eligibles who possess the special qualifications. The director shall establish ranking or category procedures to meet the needs of effective certification in specific classifications.

(5) **COMPENSATION.** To enable state departments to compete favorably in employment of well qualified seniors or recent graduates of

institutions of higher education, the director shall determine appropriate criteria and controls and maintain corresponding compensation provisions for the Wisconsin career candidate program.

(a) As provided by the director and within limits approved by the personnel board, the hiring rate may, when necessary, be increased within the range for a position or classification designated for appointment from the Wisconsin career candidate eligible list.

(b) As provided by the director, additional compensation within the range may be granted at the time of appointment to individuals certified from the Wisconsin career candidate employment list who have additional qualifications such as appropriate graduate training, related experience, superior college records or other qualifications recognized for special compensation action by competing employers.

(6) **APPOINTMENTS.** Appointment from the Wisconsin career candidate list to a position in the classified service shall be considered as an appointment made in accordance with the provisions of section 16.18 (2), Wis. Stats. Career service immediately following appointment shall conform with all provisions of sections 16.01 to 16.30, Wis. Stats., and rules of the personnel board.

**History:** Emerg. rule eff. 2-15-64; cr. Register, May, 1964, No. 101, eff. 6-1-64; emerg. rule am. (5), cr. (5) (a), (b) and (6), eff. 2-22-66; am. (5), cr. (5) (a), (b) and (6), Register, May, 1966, No. 125, eff. 6-1-66.