Chapter ER 8

ENTRY PROFESSIONAL PROGRAM

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ER 8.01 Purpose. This chapter implements s. 230.22 (1) and (2), Stats., which authorize the secretary to establish by rule an entry professional class program for use in a wide range of entry professional positions, and to establish separate classifications and pay provisions for entry professional positions. This program is intended to provide agencies a means by which they can compete on campuses and in the general labor market for the best available candidates and to assist agencies in advancing their affirmative action goals.

History: Cr. Register, March, 1992, No. 435, eff. 4-1-92.

ER 8.02 Criteria. (1) The secretary shall determine which classifications to include in the entry professional program under subch. II of ch. ER-MRS 8. Inclusion of a classification in this program for recruitment and hiring purposes does not mean the classification meets the definition of "professional" under s. 111.81 (15), Stats., (the state employment labor relations act), nor is inclusion determinative of a classification's or position's status as "exempt" or "nonexempt" under the Fair Labor Standards Act, 29 USC 201, et. seq.

(2) The secretary may consider the following criteria and other relevant factors in deciding which classifications to include in the entry professional program:

(a) Whether the typical, well-qualified candidate possesses a two-year, four-year or advanced post-secondary degree but usually has little or no relevant work experience.

(b) Whether the typical, well-qualified candidate has completed a prescribed formal course of study which leads to registration or licensure which is required before the candidate may work in that field.

(c) Whether use of the entry professional program will permit the agency to be more competitive when recruiting for the classification on campuses or in the general labor market.

History: Cr. Register, March, 1992, No. 435, eff. 4-1-92; **correction in (1) made under s. 13.93 (2m) (b) 7, Stats., Register, October, 1994, No. 466.**

ER 8.03 Review of entry professional program. The secretary shall include in the report required in s. 230.04 (9) (e), Stats., an evaluation of the gender, racial, ethnic and handicapped characteristics of individuals who apply, are certified and are hired under the entry professional program.

History: Cr. Register, March, 1992, No. 435, eff. 4-1-92.