

# EUP 500 Tutor Employment Process

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# I) Job Application

All applicants access the tutor application by visiting <a href="https://www.advance-tutoring.com/tutoring-application.html">https://www.advance-tutoring.com/tutoring-application.html</a>.

# II) Receiving Application

- Once the applicant is completed:
  - o The applicant will receive a confirmation email
  - o A notification email is sent to <a href="mailto:recruitment@advance-tutoring.com">recruitment@advance-tutoring.com</a> email account.
  - o A record is created in the Employment Portal located in the Staff Portal.
- Log into the Staff Portal.
- Click on **Employment Portal**.
- You will be asked for enter an assigned **password** and **username** for extra security.
- Click on Applicant Tracker.



• You will be directed to the Applicant Tracker to view all applicants and their statuses in the hiring process.



# **III)** Applicant Statuses

There are several statuses that can are assigned to new applicants.

Step 1: New

Step 2: Interview Invitation

Step 3: Interview Scheduled

Step 4: Background Check

Step 5: Job Offer

Step 6: Profile Setup

Step 7: Complete

Decline

# IV) 'Step 1: New' Status

#### 4.1 'Step 1: New' Status Meaning

- All applicants with a **Step 1: New** status, means the application submitted has not been reviewed by a staff member.
- To begin reviewing the application, click on the View Details link.



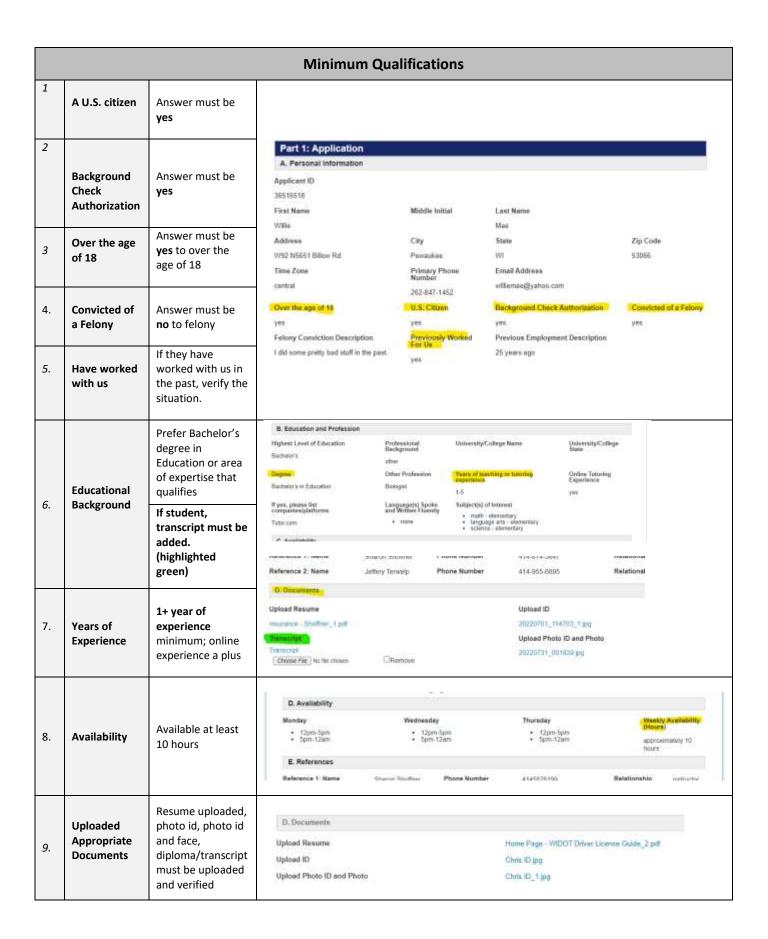
#### 4.2 Reviewing Applicant Submission

#### 4.2.1 Review Basic Application Details

On the Details tab, Part 1: Application, will detail the information submitted by the applicant.

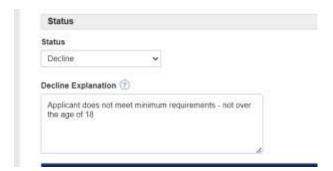


 Using the Minimum Qualifications table below, determine if the applicant meets the minimum job requirements.



#### 4.2.1.1 Making Applicant Decision

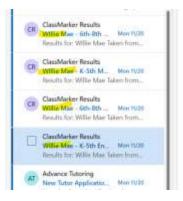
- If the applicant does not meet the minimum requirements:
  - Change the applicant's status to Decline.
  - Enter a detailed description as to why the applicant is being declined. Detail what information was missing or incorrect.
  - Click Update at the bottom of the page. The process for this applicant is complete.



If the applicant does meet the minimum requirements, go to next section 4.2.2 Review Applicant Subject Knowledge Test Results.

#### 4.2.2 Review Applicant Subject Knowledge Test Results

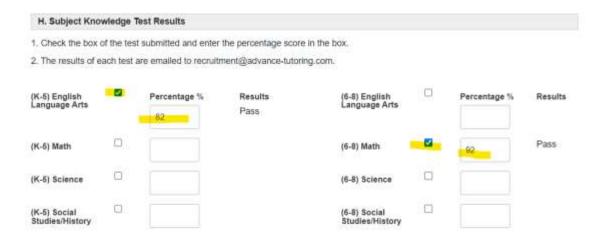
- The applicant's subject knowledge test results are sent to the <u>recruitment@advance-tutoring.com</u> account.
- o Open the recruitment@advance-tutoring.com email account on a new tab.
- Look for the test results from the applicant as shown as the image below.



Open the first email.



- Return to the applicant's tracker.
- Scroll down to section H: Subject Knowledge Test Results.
- Check the box of the test taken.
- Enter the percentage the applicant received on the tests submitted. Enter whole numbers only.



- o In the **Results** column, a pass or fail will be assigned to the test.
- o Repeat these steps for each subject knowledge test submitted.

#### 4.2.2.1 If Applicant Did Not Receive a Passing Score

(If the applicant <u>did</u> receive one passing score, skip to section 4.2.2.2)

• If the applicant did not receive a passing score for any subject, scroll to the top of the page and in the **Status** field, select **decline** and enter an **explanation** as shown in the image below.

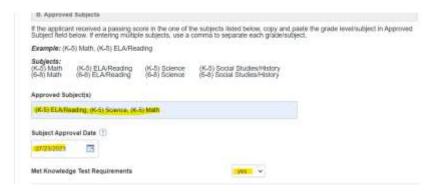


Scroll down to the bottom of the page and click on Update. The process ends here.

#### 4.2.2.2 If Applicant <u>Did</u> Receive a Passing Score

If the applicant **did** receive at least one passing score:

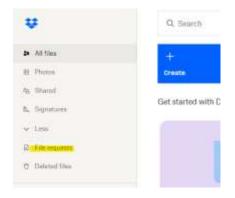
- copy and paste the subject titles of the approved subjects in the Approved Subject(s) field.
- If you are pasting several subjects, be sure to separate each subject with a comma. See the example.



In the Subject Approval Date field, enter today's date.

#### 4.2.3 Review Applicant's Introduction Video

- The applicant will submit an introduction video to be reviewed. On a separate tab open Dropbox.com.
- Click on File Requests.



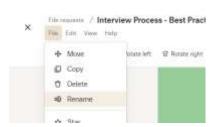
Click on the Introduction Video folder.



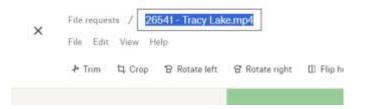
Click on View Uploads.



Click on the Applicant's video to watch.



o Double click on the Title, and enter the applicant's id number – First and Last Name.



Once you have watched the applicant's video, click on File and select Move.



Select Completed Videos and select Move.



- Close Dropbox.
- O Return to the applicant's tracker, scroll down to section I. Introduction Video.
- O Answer the questions about the applicant's video.



#### 4.2.3.1 If applicant did not pass Introduction Video Requirements

- In the Met basic Requirements field, select no.
- Scroll up the top of the page and in the Status field, select decline, and enter a reason for declining. The process ends here.

#### 4.2.3.2 If applicant <u>did</u> pass Introduction Video Requirements

In the Met basic Requirements field, select yes.

#### 4.3 Setting Up Phone Interview

- Once we have approved the application, a phone interview needs to be setup.
- To set up a phone interview, scroll down to section **Part 2: Interview**, and select **yes** to schedule interview.
- In the Interview Schedule Due Date field, enter the date five (5) business days from today's date.



Scroll up to the top of the page and change the status to Step 2: Interview Invitation.



- Scroll down to the bottom of the page and click **Update**.
- Once you return to the results page, locate the applicant's name, and click on Email.



• In the Email Message Title field, select schedule interview.



- The Interview Closed Date field should be prefilled with a date.
- Click Submit.

# V) 'Step 2: Interview Invitation' Status

#### 5.1 'Step 2: Interview Invitation Status Meaning

• When an applicant is in **Step 2: Interview Invitation** status, that means an email request has been sent to the applicant to schedule an appointment on the interviewer's booking calendar.

#### 5.2 Retrieving Interview Booking

- An email will be sent notifying the interviewer that a meeting has been scheduled.
- Log into the Applicant's tracker and locate the applicant's name.
- Click View Details.
- Change the applicant status to Step 3: Interview Scheduled.



- Scroll down to Part 2a: Interview Details.
- Based on the scheduled interview details, enter the interview date, time, and time zone.



- Change the applicant status to **Step 3: Interview Scheduled**.
- Scroll down to the bottom and click on **Update**.

# VI) 'Step 3: Interview Scheduled' Status

### 6.1 'Step 3: Interview Scheduled' Status Meaning

 When an applicant is in Interview Scheduled status, that means an interview as been scheduled and needs to be conducted.

#### 6.2 Preparing for Phone Interview

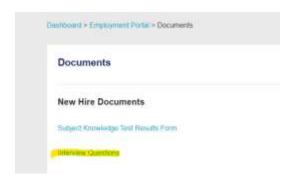
• Print a copy of the Interview Questions found in the Documents section of the Employment Portal.



• File in as much detail as you can from the introduction video and the applicant tracker.

#### 6.3 Conducting Phone Interview

- On the day of the interview, contact the applicant by phone using the phone.com app.
- Using the Interview Questions form you previously filled out.



- Once the interview is completed, **scan** a copy of the **Interview Question Form** to your desktop.
- Log into the **applicant tracker** and locate the applicant's name.
- Scroll down to Part 2a: Interview Details.
- In the **Upload Interview** field, click on **Choose File**.



#### 6.3.1 If Applicant Did Not Pass the Interview Requirements

- In the Interview Status field, select fail.
- Scroll up the top of the page and in the Status field, select decline, and enter a reason for declining.
- Scroll down to the bottom of the page and click Update.

#### 6.3.2 If Applicant Did Pass the Interview Requirements

In the Interview Status field, select pass.



- Scroll down the section Part 3: Background Check.
- In the Date of background check request field, enter today's date.
- In the Background Check Due Date, put in the date five (5) business days from today.
- In the Send background check email field, select yes.



- Scroll up the top of the page and in the Status field, select Step 4: Background Check.
- Scroll down to the bottom of the page, and click Update.



Once you return to the results page, locate the applicant's name, and click on Email.



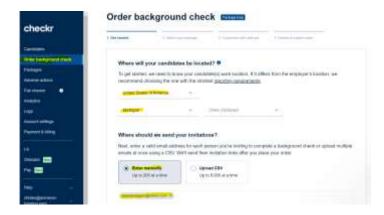
In the Email Message Title field, select background check.



- The Interview Closed Date field should be prefilled with a date.
- Click Submit.

#### 6.4 Submitting Background Check Requests

- Login to Checkr.com.
- Click on Order background check.
- Select United States of America.
- Select the applicant's state.
- Select Enter manually.
- Enter the applicant's email address.
- Select continue.



- Select the Tutor Hire Package.
- Click Continue.
- Click Skip.
- Review the information you imputed and check the box.
- Click Submit Order.

# Order background check



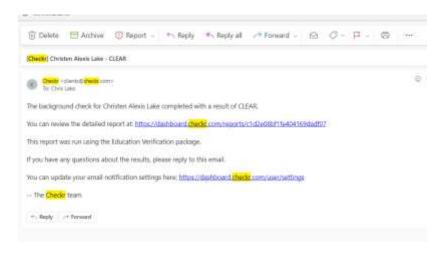
# VII) 'Step 4: Background Check' Status

#### 7.1 'Step 4: Background Check Requested' Status Meaning

• When an applicant is **in Step 4: Background Check Requested** status, that means a background check request has been sent the applicant and we are waiting for the results to come in.

#### 7.2 Retrieving Background Check Results

You will get an email stating the applicant's background check results. Login to Checkr to verify the results.



#### 7.3 Add Background Check Results to Applicant Details Page

- Scroll down to Part 3a: Background Check Submission.
- In the data background check completed field, enter the date you received notification.
- In the Did applicant complete background check? field, select yes.

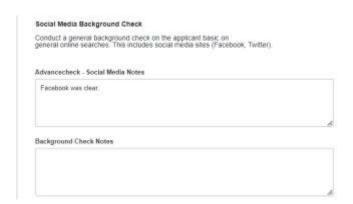


#### 7.3.1 If applicant did not pass Background Check

- In the Background Check Status field, select failed.
- Scroll up the top of the page and in the Status field, select decline, and enter a reason for declining.

#### 7.3.2 If applicant did pass Background Check

- In the Background Check Status field, select completed.
- In the Advancecheck Social Media Notes field, enter any information you found on the applicant during an online free search.
- In the Background Check Notes field, enter any applicable information.



#### 7.4 Job Offer

- In section Part 4: Job Offer, fill in the following fields:
  - o In the job offer send date field, enter today's date.
  - o In the Job Offer Due Date field, enter the date 5 business days from today's date.
  - o In the **Hourly Pay Rate** field, select **18.00**. Do not enter the dollar sign.
  - In the Send Job Offer Email field, select yes.



• Scroll to top of the page. In the **Status** field, select **Step 5: Job Offer.** 



- Scroll to the bottom of the page and click Update.
- Once you return to the results page, locate the applicant's name, and click on **Email**.



In the Email Message Title field, select job offer.



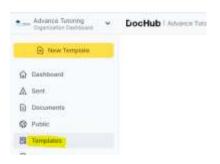
- The Approved Subjects, Starting Pay Rate, and Job Offer Due Date should be filled in.
- Click Submit.

#### 7.5 Send Employment Documents

- Log into <a href="https://dochub.com/advancetutoring">https://dochub.com/advancetutoring</a>.
- Be sure the Organization Name is Advance Tutoring.



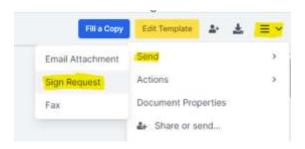
• Click on Templates.



• Click on Contractor Employment Forms 12-8.



Click on the three lines, click send, and sign request.



• Enter the applicant's email address.



• Click Send Request.



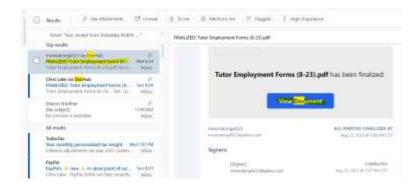
# VIII) 'Step 5: Job Offered' Status

#### 8.1 'Step 5: Job Offered' Status Meaning

• When an applicant is in **Step 5: Job Offered** status, that means the applicant needs to submit a completed copy of the Tutor Independent Contractor Agreement, W9, and Direct Deposit Authorization form.

#### 8.2 Locating the Applicant's Employment Forms

- An email will be sent to the document creator (chlake).
- Click View Document.



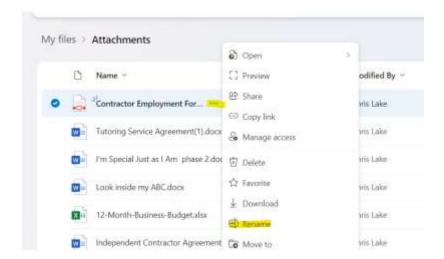
- Once the document is open, review it to ensure all fields were completed correctly. If mistakes are found, send an email to the applicant notifying them of the error and a link to the complete a new set of forms.
- Back in the email message, click on the dropdown arrow next to the pdf attachment.
- Select Save to OneDrive Advance Tutoring, LLC.



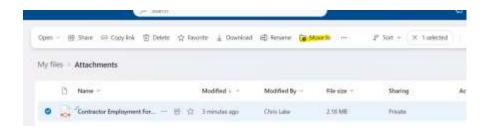
Click on the arrow again, and select View in OneDrive.



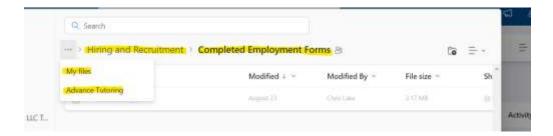
- Once the document opens, close it and you will be taken to Attachments.
- Locate the document and click on the three dots.
- Select Rename.



- Rename the document, The tutor's applicant's id number first and last name Contractor Employment Form.
- Click Rename.
- Click on Move to.



- Select My files > Shared > Advance Tutoring > Hiring and Recruitment > Completed Employment Forms.
- Click Move Here.



#### 8.3 Update Applicant Employment Portal Account

- Log into the Staff Portal > Employment Portal > Applicant Tracker.
- Locate the applicant's name and click on **Details.** (The applicant should be in Step 5: Job Offer.)
- Change the status to **Step 6: Profile Setup.**



- Scroll down to Part 4a: Job Offer Results.
- In the Employment Forms on File field, select yes.



• Click Update.

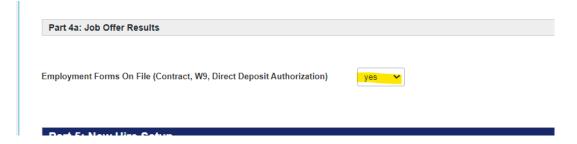
# VX) 'Step 6: Profile Setup' Status

#### 9.1 'Step 6: Profile Setup' Status Meaning

• When an applicant is in **Step 6: Profile Setup** status, that means the applicant's account needs to be setup. This includes the Portal and LessonSpace.

#### 9.2 Confirming Enrollment Forms on File

- Click on view details to view the applicant's tracker.
- Scroll down the section Part 4a: Job Offer Results to confirm the applicant' employment documents are on file.



- Scroll down to Part 5: New Hire Setup.
- In the Employment Level field, select 1.
- In the Contact Type field, select tutor.
- In the Contact Department Field, select **tutor**.



On another tab, open thelessonspace.com to setup the tutor's account.

#### 9.3 Setup Lessonspace Account

- On a separate tab, log into www.thelessonspace.com
- Click on Teachers.



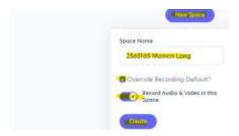
- Click on New Teacher.
- Enter the applicant's name in the name field.
- Enter the tutor's email address in the Email Address field.
- In the Password field, enter the applicant's id number.



- Click Submit.
- Click on **Spaces** and select **New Space**.



- Enter the applicant's first and last name.
- Check the **Override Recording Default** box.
- Check the Record Audio & Video in this Space.



• Copy the web address of the new space.



#### 9.4 Completing Applicant Account Setup

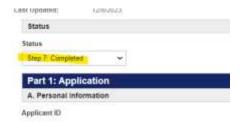
- Go back to the tutor's applicant tracker you have open on another tab.
- Go to section Part 5: New Hire.
- In the LessonSpace User Name field, enter the applicant's email address.
- Paste the classroom link into the Classroom Link field.



- In **Part 6: Notifications**, enter the following Information:
  - o Trigger data to new Contacts Table field, select yes.
  - Send Accounting Notification Email field, select yes.



Scroll up to the top and in the status field, select Step 7: Completed.



• Scroll down to the bottom of the page and select **Update.** You will be directed back to the applicant tracker results page.

#### 9.5 Opening Tutor's Employment Forms

- Log into Office 365 on another tab.
- Click on the **nine dots**, and click on **OneDrive**.
- Click Shared.



- Click on Advance Tutoring > Hiring and Recruitment > Completed Employment Forms.
- Locate the tutor's form and open it.



Scroll down to the Initial Schedule Form.



• Leave this document open. You will need it to complete the next section.

# 9.6 Updating New Tutor's Account with Schedule

- Return to the tab your applicant tracker is open.
- Once you return to the applicant tracker results page, click on **Dashboard.**



Click on Contacts.



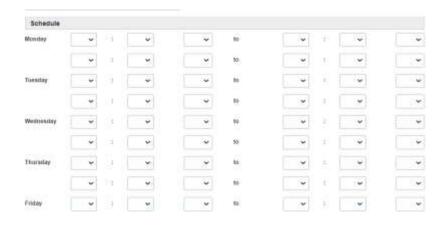
Click on View Contacts.



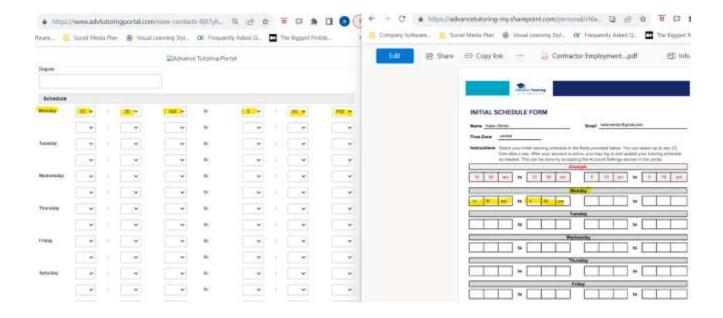
- Click on **Date Created**, to bring up the most recent contact.
- Locate the tutor's name and click View Details.



• Scroll down to the **Schedule** section.



• Using the Initial Schedule Form submitted by the tutor, enter their selected schedule.



• Click Update.



#### 9.7 Send Welcome Email

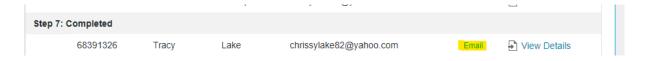
• Click on **Dashboard** at the top of the page.



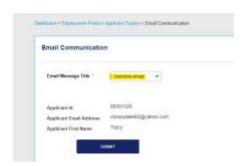
• Click on Employment Portal > Applicant Tracker.



- Locate the applicant's name. (Should be listed in Step 7: Completed.")
- Click on Email.



• In the Email Message Title field, select welcome email.



• Click Submit.

# **End of Process**