Running a Resume Screen

Contents

Overview	1
Running the Resume Screen & Routing Resumes to Raters	1
Running the Resume Screen	2
Why am I running the resume screening now versus routing applicants from the Applicants Tab?	4
Routing Resumes to Raters	4
Raters who don't have an active IAM	4
Adding Raters After Initial Routing	11
Removing Raters After Initial Routing	11
How Raters Enter a Score	13
Entering/Updating a Score on a Rater's Behalf	13
Entering ALL Scores on a Rater's Behalf	15
Attaching documents to the job opening	15
Raters who have more than 1 active IAM	16
Running Resume Screen Once All Scores are Entered	16
Updating the Passing Point and Re-Running the Screening Results	18
Rejecting Candidates from Screening Results Page	19
Multiple Screening Levels	21

Overview

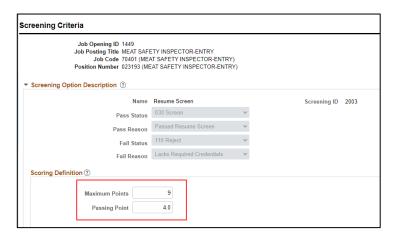
This job aid goes through the steps for running a Resume Screen, including how to route information to raters and how to enter scores on a rater's behalf. For information about how to set up a resume screening, see the **How to Create a Resume Screen** section of the <u>Screening Levels Job Aid</u>.

Running the Resume Screen & Routing Resumes to Raters

Prior to routing a resume, you must set up the resume screening level and enter your Maximum and Passing Points. The values entered here drive the values available for selection by the rater.

IMPORTANT: Do not change your rating scale after you route materials to the raters. Once the rater accesses the materials, even if you change the rating scale on the job opening, it will NOT change for the raters.

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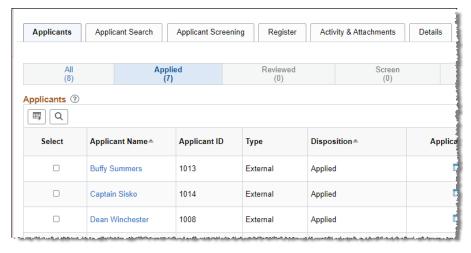


Once you have closed your recruitment (or are using a continuous recruitment and want to create or update your register), you can administer the resume screen.

Note: If there were screening levels before the Resume Screening (Online and/or Manual Screening), all screening must be complete prior to running the Resume Screening.

Running the Resume Screen

- 1. Go to the Applicants tab within the Job Opening.
- 2. If the Resume Screen is the only screening level, go to the **Applied** section of the **Applicants tab** for a list of all applicants available for routing.
 - a. If any applicants have withdrawn their application (or you withdrew the application), the applicant will display in the **All** section of the **Applicants tab**, but not the **Applied** section.

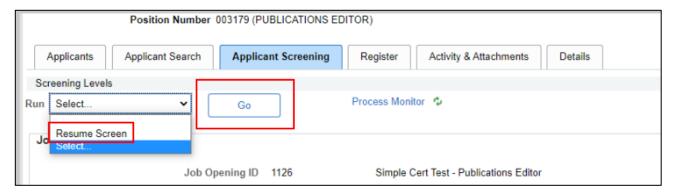


- b. If there was an Online Screening on the job opening, the applicants who passed the Online Screening will be on the **Screen** page instead of the **Applied** page.
- 3. Go to the Applicant Screening Tab

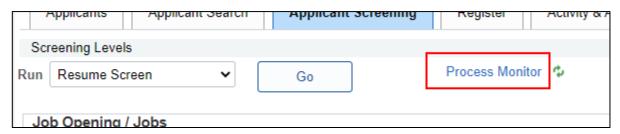
Running a Resume Screen



4. Select **Resume Screen** from the drop down in the field next to Run and click **Go**.



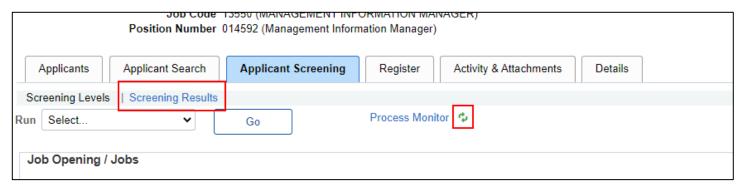
5. Click on **Process Monitor** to review the status of the request (Process Monitor will open in a new tab).



6. Go to the Process Monitor tab and when the **Run Status = Success and the Distribution Status = Posted**, the process is complete.



7. Go back to the **Applicant Screening Tab** and click the **refresh button** next to Process Monitor. You will now see a **Screening Results link** next to Screening Levels.





8. Click on the Screening Results link.

Why am I running the resume screening now versus routing applicants from the Applicants Tab? If you route the applicants from the Applicants tab without running the Resume Screening, there is no way for you to review rater scores and/or enter scores on the rater's behalf. You must run the Resume Screening prior to having access to that information.

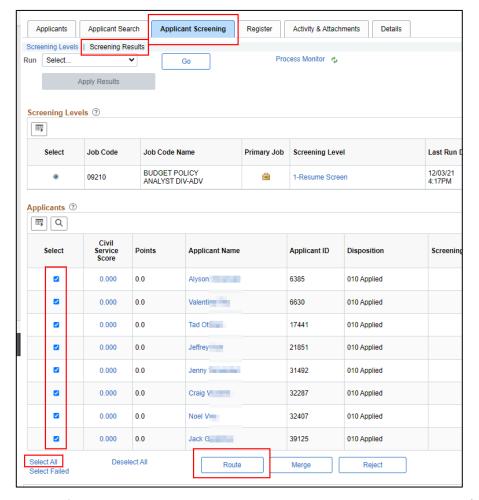
Routing Resumes to Raters

Routing is the mechanism in TAM that allows raters the ability to review and evaluate candidate materials (e.g., resume and letter of qualifications), as well as enter scores through the system. Raters must have an active IAM in order for resumes to be routed to them.

Raters who don't have an active IAM

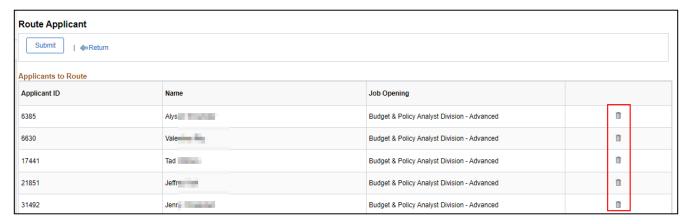
Some assessment raters, such as retirees or subject matter experts outside of state service, will not have an active IAM. If the rater doesn't have an active IAM, the best practice is to enter them into PeopleSoft as a person of interest (POI). The HCM User Guide contains <u>instructions for adding a POI</u>. Alternatively, you can enter ALL scores on the rater's behalf.

9. To route the resumes for screening, go to the **Applicants section** of the Screening Results page and either **Select All** or check the boxes next to the individual applicants and click the **Route** button.





10. You will see the applicants that will be routed on the top of the page. If any should not be routed, delete them by clicking the trash can icon.

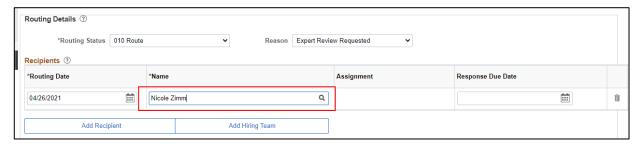


11. Under Routing Details

- a. Routing Status = 010 Route
- b. **Reason** = Expert Review Requested



- 12. Enter the raters in the **Routing Details Recipients** section of the page.
 - Under Recipients, enter the first and last name of the person of who will be rating the materials. Click the **Tab** key. If nothing happens, the system found and validated the person entered.



b. If you click the **Tab** key and the name does not match an employee, the following message will appear. Click **Ok** and then use the **magnifying glass** to search for the rater by name or Empl ID (or you can just use the magnifying glass at the start).

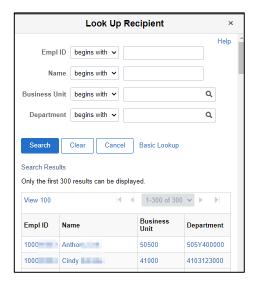
Running a Resume Screen

Invalid value -- press the prompt button or hyperlink for a list of valid values (15,11)

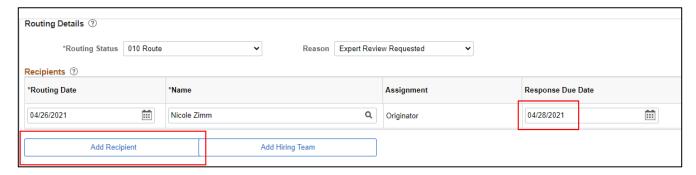
The value entered in the field does not match one of the allowable values. You can see the allowable values by pressing the Prompt button or hyperlink.

OK

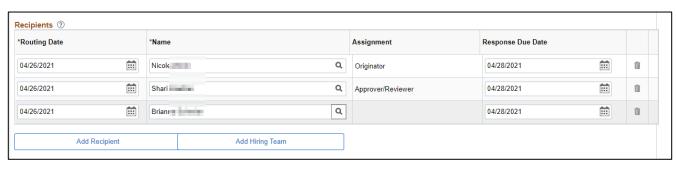
c. BU and Department will display as search criteria and in the search results in case there are multiple people with the same name.



d. Enter a **Response Due Date** (if you enter the date on the first rater, the date will automatically fill in for subsequent raters). This information will appear in the email to the rater.

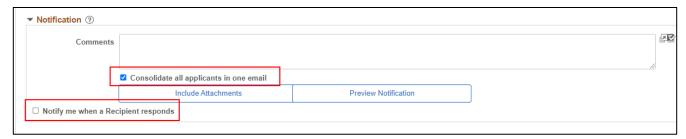


e. Click Add Recipient and follow previous steps to add more raters.





- 13. Go to the **Notification** section. Under **Notification**, the **Consolidate all applicants in one email** is checked and **Notify me when a Recipient responds** is unchecked.
 - a. When **Consolidate all applicants in one email** is checked, all applicant names (and any materials you decide to attach to the email to the rater) will be combined into one email to the rater.
 - i. If you uncheck this box, the rater will receive a separate notification email for each routed applicant.
 - b. When **Notify me when a Recipient responds** is checked, the recruiter will receive an email every time a rater scores an applicant. If you want to receive a notification for every completed rating, you will need to check this box.
 - c. Check and/or uncheck the boxes based on your preferences.

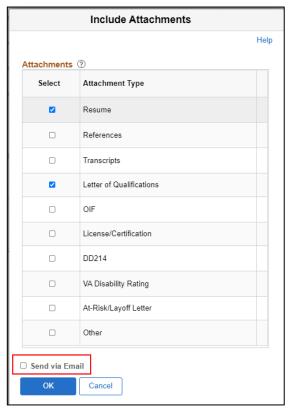


14. Click Include Attachments



- a. Resume and Letter of Qualification are checked by default and will be available to the raters for review.
- b. Check or uncheck any attachments that you want visible to the raters on the page where the raters will enter their scores.

Running a Resume Screen



- i. If Resume and/or Letter of Qualifications was optional for your job opening and not all applicants attached the documents, if you keep these boxes checked, the rater will receive whatever the applicant attached.
- c. The attachments will NOT automatically be attached to the email sent to the rater. If you want to include the documents in the email to the rater, check the box next to **Send via Email**.
 - i. **Reminder -** The raters will have access to these documents on the Routing Response page in Employee Self Service, so you do not have to send them via email as well.
- d. Click **OK** when done.
- 15. Enter any **Comments** you want to include in the email to the raters. You cannot add attachments at this time (we are working on it), but you can include links.

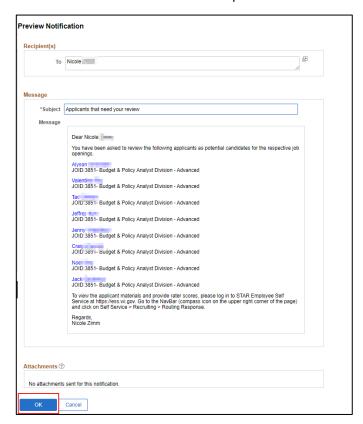


16. Click on **Preview Notification** to see what the email will say to the router.



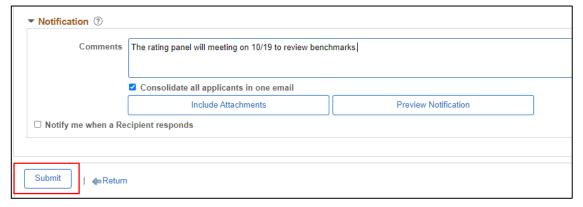


- 17. You will be able to validate the recipients, update the email subject line, review the message, and review the attachments (if you decided to include the attachments in the email to the router).
 - a. You cannot update the body of the message only the subject line.
 - b. Click **OK** when the review is complete.

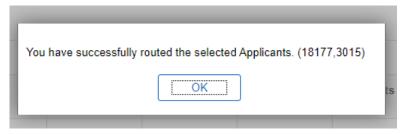


18. Once everything is set up, click the **Submit** button on the bottom of the page to route the applicants to the raters and send them a notification email.

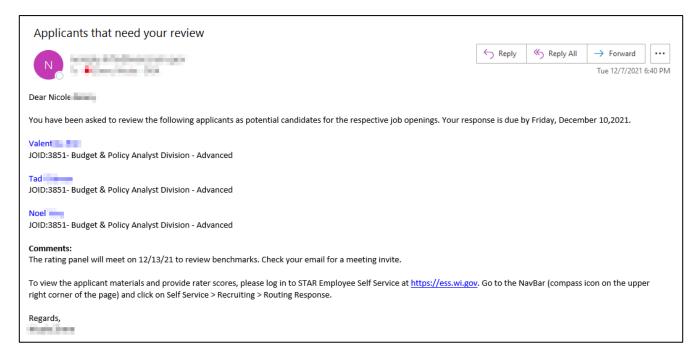




19. Once routed, this message will display:

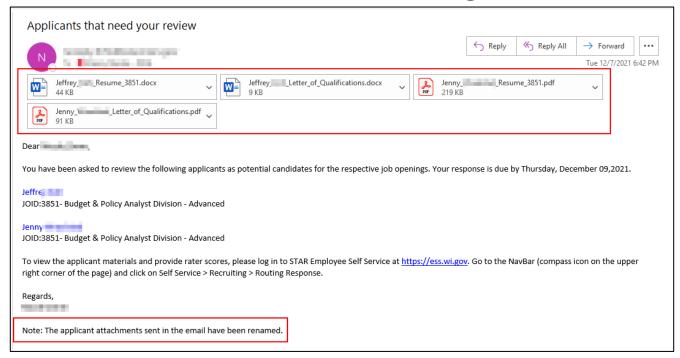


20. The raters will receive a notification email, any attachments you routed and a link to Employee Self Service.



21. If you included attachments, the attachments will be included in the email and the following note will be in the email.





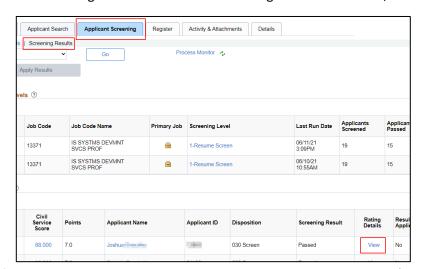
Adding Raters After Initial Routing

Once you have routed the materials to rater, you can add more raters by following the steps outlined previously to add raters, but you will just add the additional rater. You can only route an applicant to a rater once. The system will stop you from routing the same applicant to the same rater more than once.

Removing Raters After Initial Routing

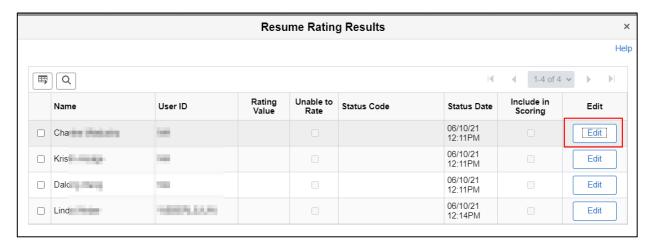
There is no option to remove a rater after the materials have been routed. There are 2 options available:

- 1. You can ask the rater to indicate that they are unable to rate the applicants and submit this as their response(s) via the Routing Response Self-Service page; or
- 2. You can indicate that the rater is unable to rate on the Screening Results page
 - a. After running the Resume Screen screening level at least once, click on View under Rating Details



Running a Resume Screen

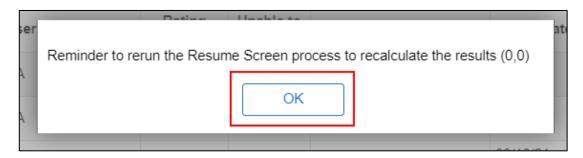
b. Click the **Edit** button next to the rater who will not be rating.



c. Check the box next to Unable to Rate. Click Save.



d. The following will display. Click **OK**. As a note, when **Unable to Rate** is checked, it has no impact on the calculated score.



- e. Click **Return** to get back to the list of applicants.
- f. Re-run the screening level once all updates have been made.



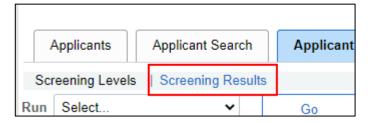
How Raters Enter a Score

See the <u>Reviewing Applicant Materials and Entering Scores for a Resume Screen Employee Self Service Job Aid</u> for information.

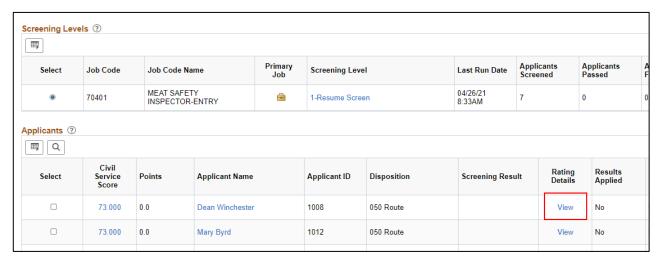
Entering/Updating a Score on a Rater's Behalf

These instructions are specific to the event where <u>resumes have been routed to a rater(s)</u>, but you need to enter or update a score or multiple scores on their behalf. See the section below for information on <u>Entering ALL Scores on a Rater's Behalf</u>.

- 1. Go to the Applicant Screening tab within the Job Opening
- 2. Click on the Screening Results link



3. In the **Applicants** section, click on **View** under Rating Details to enter/update score for an applicant.



4. You will see all the scores that have been entered. If you need to enter a score, click the **Edit** button next to the applicable rater.

Running a Resume Screen



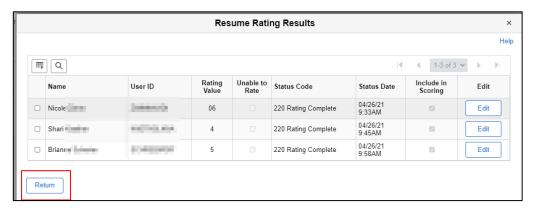
5. Enter the Rating Value and check the box next to Include in Scoring. Click Save.



6. You will receive the following message. Click **OK**.



7. Click **Return** to get back to the **Screening Results** page.



8. To update a previously entered Rating Value, follow steps 3-7, and update the Rating Value.

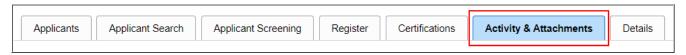
Entering ALL Scores on a Rater's Behalf

These instructions are specific to the event where a rater has NOT been entered or added to a job opening and materials are NOT routed to the rater. You need to enter ALL scores on their behalf. This applies to situations where a rater(s) prefers to record scores outside of TAM, and you have agreed to enter scores on their behalf.

- 1. Follow the instructions above to <u>route resumes</u> to **yourself**
- 2. Follow the instructions in the <u>Employee Self Service Job Aid: Reviewing Applicant Materials and Entering</u>
 Scores for a Resume Screen to enter the scores provided by the rater
- Attach a document to the job opening to keep a record of the scores originally provided by the rater. This
 document can be an email, Word document, Excel spreadsheet, or really anything the rater sent you
 containing the scores they provided. Following the instructions below to attach documents to the job
 opening.

Attaching documents to the job opening

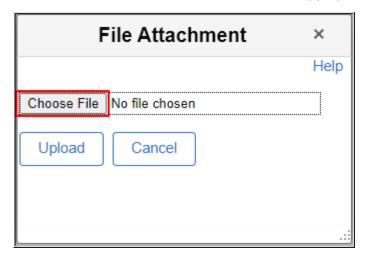
1. Go to the Activity & Attachments Tab



2. Scroll down to the Attachments sections and click on the Add Attachment button

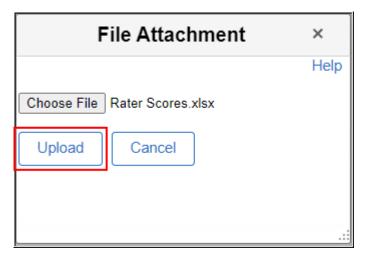


3. Click on the Choose File button and find the appropriate document to attach



Running a Resume Screen

4. Click on the Upload button after ensuring the appropriate document has been chosen to attach the document



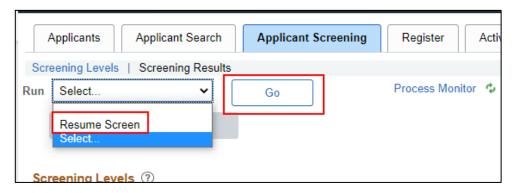
Raters who have more than 1 active IAM

When the raters are displayed on the Screening Results page, if the rater and more than 1 active, unlocked IAM, they will display on the page once for every active, unlocked IAM. This is just the display and does not impact the overall scoring – their score is only counted once even though it is displayed multiple times on the page.



Running Resume Screen Once All Scores are Entered

- 1. Once all scores are entered, run the Resume Screening level again
- 2. Select Resume Screen and click Go.





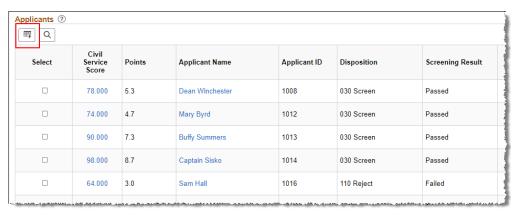
3. Click the **Refresh** button until the updated results display on the page.



4. In the Screening Levels section, a summary of the results will display.



- a. You can click on the **Resume Screen link** to review the screening criteria.
- 5. In the Applicants section, the Civil Service Score, average points, and the screening results will display.



a. Click on the **Excel icon** to download the results to Excel.



Running a Resume Screen

A	В	С	D	E	F	G	Н		J	K
Select	Civil Service Score	Points	Applicant Name	Applicant ID	Disposition	Screening Result	Rating Details	Results Applied	Status Date	Applicant Type
N	78	5.3	Dean Winchester	1008	030 Screen	Passed	View	No	4/26/2021	External Applicant
N	74	4.7	Mary Byrd	1012	030 Screen	Passed	View	No	4/26/2021	External Applicant
N	90	7.3	Buffy Summers	1013	030 Screen	Passed	View	No	4/26/2021	External Applicant
N	98	8.7	Captain Sisko	1014	030 Screen	Passed	View	No	4/26/2021	External Applicant
N	64	3	Sam Hall	1016	110 Reject	Failed	View	No	4/26/2021	External Applicant
N	78	5.3	Sunny Breeze	1017	030 Screen	Passed	View	No	4/26/2021	External Applicant
N	68	3.7	Ricky Jarret	1018	110 Reject	Failed	View	No	4/26/2021	External Applicant

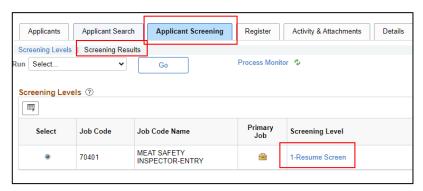
- 6. Additional information will be forthcoming relative to running the Score Export Report once the report is available.
- 7. Once you are ready to create a Register, you will click the Create Register button from the Screening Results page to start the registration creation process.



Updating the Passing Point and Re-Running the Screening Results

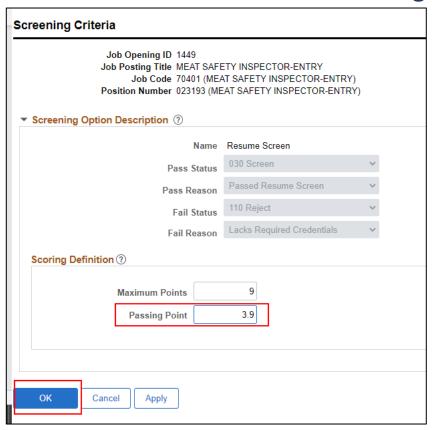
If you determine that the passing point must be adjusted prior to creating the register, you should do the following.

1. Click on the Resume Screening link under Screening Levels on the Screening Results page.

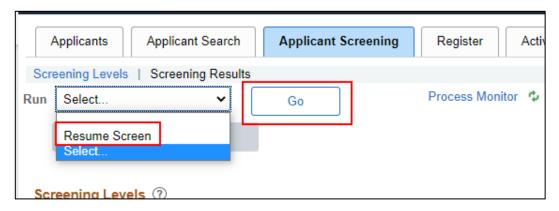


- 2. This will bring you to the Screening Criteria page. Update the Passing Point and click OK.
 - a. You can enter a passing point with up to 1 decimal

Running a Resume Screen



3. Run the Resume Screen again following the steps previously outlined in this job aid.



- 4. Review your updated results and do any required analysis.
- 5. Once you determine there are no additional updates needed to the passing point and you have run the Resume Screen with the final passing point used, you can create the Register.

Rejecting Candidates from Screening Results Page

You have the option of rejecting applicants that didn't pass the resume screening directly from the Screening Results page.

1. Click **Select Failed** at the bottom of the Screening Results page.

Select All Select Failed	Deselect All	Route	Merge	Reject	

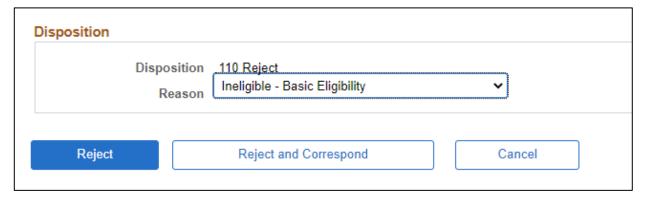
2. Any applicant who has a screening result of **Failed** will be selected.

:	Select	Civil Service Score	Points	Applicant Name	Applicant ID	Disposition	Screening Result
		76.000	5.0	Cindy Cindy	13014	030 Screen	Passed
	>	58.000	2.0	Lauren	16340	110 Reject	Failed
	0	100.000	9.0	Bradley	21907	030 Screen	Passed
	✓	58.000	2.0	Sean (22136	110 Reject	Failed

3. Once the failed applicants have been selected, click the **Reject** button on the bottom of the page.



- 4. You may receive some type of pop-up message. Click **OK** to move forward.
- 5. Select the reason the applicants have been rejected.



6. You can either select the **Reject** button to move the applicants to Reject status or select **Reject and Correspond** button to both move the applicants to Reject status and send them an email to let them know that they are no longer under consideration.

See the Eligibility Notification Guidance job aid for details regarding the rejection and correspondence process.

7. Once you either **Reject** or **Reject and Correspond**, the applicant will be moved to Reject Status. When the applicant views their application, they will see that they are no longer under consideration.



Multiple Screening Levels

If a job opening has multiple screening levels, each screening level must be complete prior to running the next screening.

1. Online Screening

- a. If used, this is the first screening level.
- b. Results are automatically calculated when the applicant submits their application. You do not have to manually run the screening level to see the results.
- c. If the applicant passes, they move to the next screening level.

2. Manual screening

- a. This would always come after an online screening but before a resume screening.
- b. If an open-ended question is included, the evaluator should be added to the question AFTER the online screening results are applied.
- c. Manually run the Manual Screening when all scores are complete.
- d. Fully complete the Manual Screening **PRIOR TO ROUTING RESUMES** so you only route the resumes for the applicants who passed the Manual Screening.

3. Resume screening

a. This is always the last screening level and should only be run after all other screening levels are complete.