How to Search for a Student Employee

The Student Employment Office has created <u>Generic Handshake Job Postings</u>, which are recommended to expedite the search process. These job postings were created, since the duties performed by most student employees are very similar and consist of routine support job duties. The generic job postings are based on job descriptions that are generic in nature and will facilitate the recruitment process of students seeking employment. Any supervisor with access to Handshake can automatically access the postings and review the list of applicants who have expressed interest in a student employment position.

In addition to searching for student employees using these generic postings, a hiring official can also use the database to search for students within Handshake. Supervisors can utilize the filters to search by either major, unique experience, award type or by name. The steps to search for an applicant by name, specific information or searching using the generic job postings are below.

Tip: A job posting created by the department is supported only for positions that require unique job duties, where the department requires the student to have certain job skills/educational background which are vital to fulfill the position and is unable to find a student in Handshake that matches these requirements.

Log into Handshake

There are two ways for logging into Handshake:

- 1. Single Sign-On https://my.utrgv.edu/ link
- 2. Directly sign in through the Handshake link https://utrgv.joinhandshake.com/

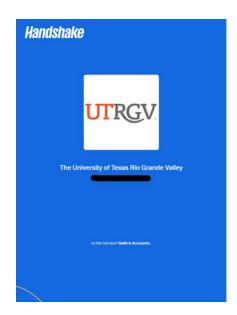
For Single Sign-On, login to https://my.utrgv.edu/home click on "Sign In" then enter your UTRGV credentials (username/password) and Sign In.

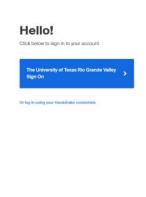


Under **Applications**, click on the **Handshake** icon.

Tip: Google Chrome is the preferred browser for the Handshake platform.

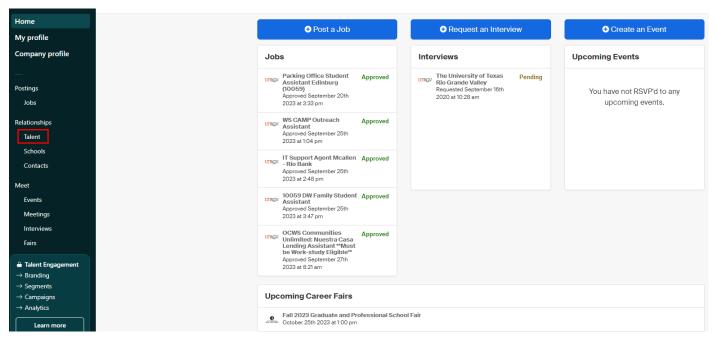




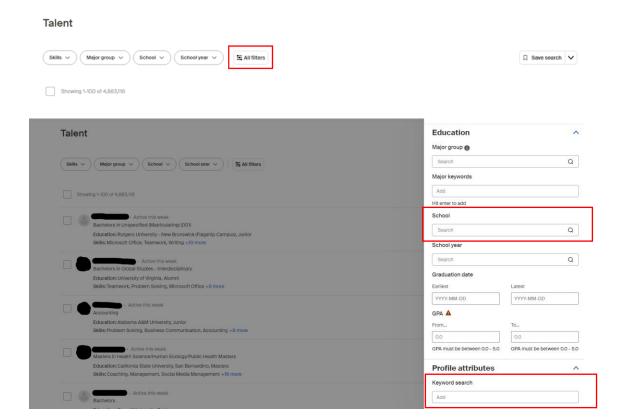


Searching for a Student by Name

From the Homepage, click on "Talent".



Under "All Filter", the student name can be searched. In the school search field, select "The University of Texas Rio Grande Valley".

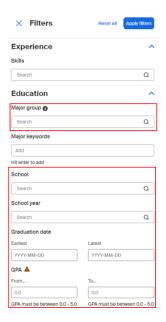


Searching for a Student Using Other Search Fields

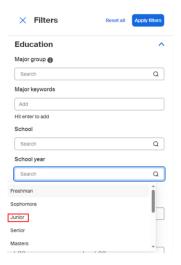
The following filters can be used for searching a student employee:

- Major group
- School
- School Year
- Graduation Date
- GPA

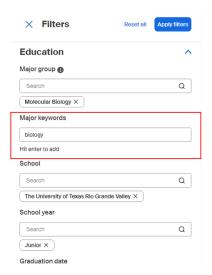
Tip: All these filters are optional but are beneficial if you are looking for a specific criteria. **"The University of Texas Rio Grande Valley"** must be selected.



As seen in the figure below, click on the drop-down menu in the **School Year** field to select a classification. *For example, Junior*.

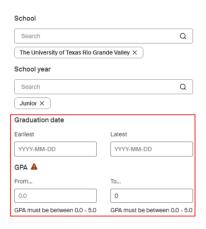


To search by a major, search for example, Biology on the **Major Keyword** field. This will populate a diversity of students, based on the major selected.



To select a Graduation Date, click on the **Earliest** and **Latest** date fields, and to select the GPA, click on **From** and **To** and enter the GPA range.

Tip: This section is optional. For results, the **Graduation date** and **School year** have to match.



After completing the filters of choosing specific qualities the student should have click on "**Apply Filters**" in the top right corner of the box.



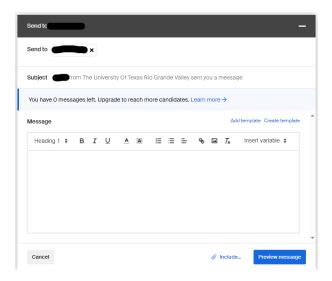
Sending a Message to a Student

To contact a student, click on the "Message" icon.

Education: The University of Texas Rio Grande Valley, Senior Skills: Leadership, Laboratory Skills, Organization Skills +8 more

Talent Skills Mojor group (1) School (1) School year (2) Exall filters Showling 1-72 of 72

When sending a message, enter a subject and the message. The student will then receive the email from Handshake.



Searching for a Student who expressed interest by applying for a Generic Posting

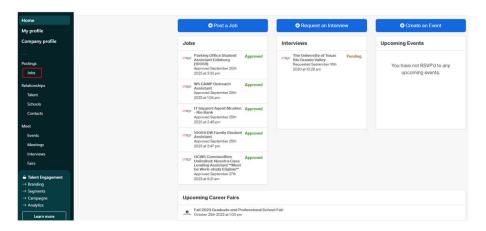
Handshake contains postings that allow students to express interest in generic positions, which may create opportunities in multiple departments. Every hiring official on campus has the ability to review the applications in these pools. Based on the tasks the student would be expected to perform, you may choose applications from different postings.

For example, if you are looking for someone to perform office duties, search for the **Student Assistant** posting.

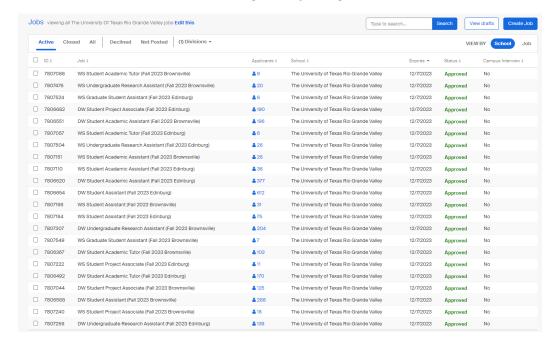
Tip: If a job is marked as Work Study (WS), only students who are eligible will be able tol view and apply for the position.

Searching for a qualified student

From the Homepage, click on "Jobs" to search for the Generic Postings.



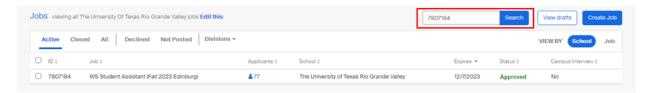
List of general postings



1st Option for finding a general job posting:

In the **Search field** (red box) enter one of the following:

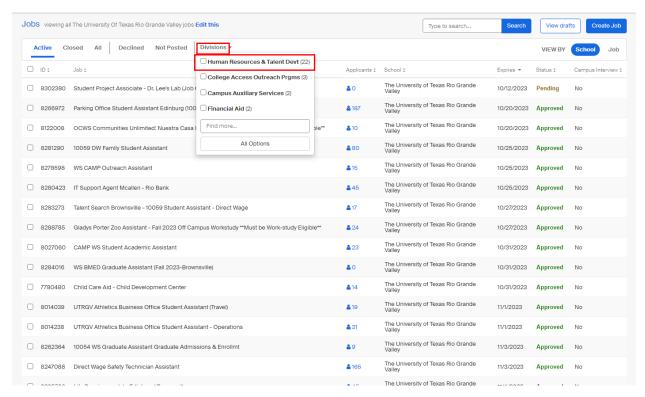
- Job ID# (if known)
- DW or WS
- Job Title (Student Assistant, Student Academic Assistant)



2nd Option for finding a general job posting:

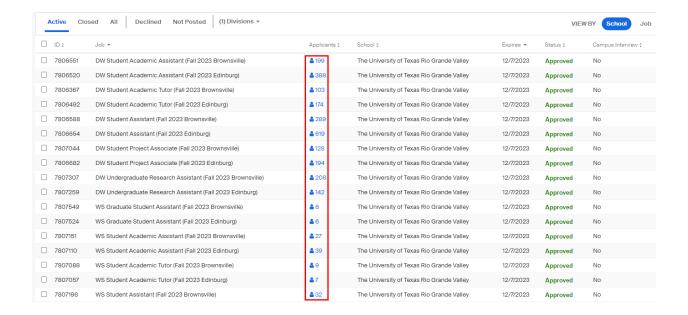
Click on "Divisions", find and select "Human Resources and Talent Development". This will generate the generic job postings created by the Student Employment Office (SEO).

Tip: The general job postings will have either the fiscal year or term name in the job posting title. Make sure to select the one that corresponds to the correct term you are hiring for as seen below.

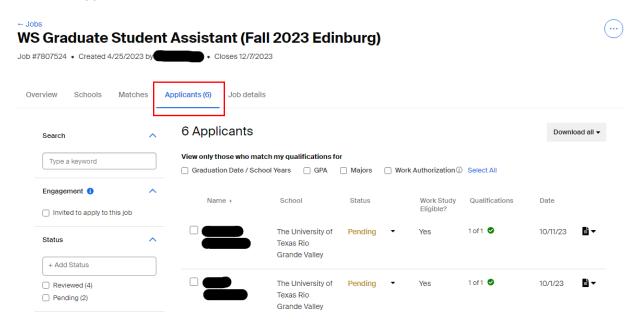


To view the list of applicants for a particular posting, you can either click on the number (in blue) under Applicants.

1st Option of reviewing students.

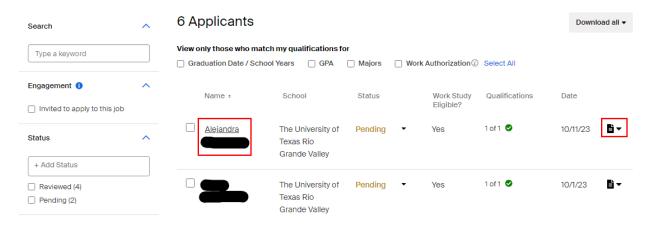


Applicants can also be accessed by selecting the Job Title under **Job** or on the Job ID# under **ID#.** Then click on the applicants tab.



Reviewing Applicants:

Reviewing one-by-one. Click on the name of the student to view applicant information. To see their schedule or resume, click on the "document button".



Tip: Clicking directly on an applicant's name will bring up a snapshot view of their profile, allowing you to view details about their education, skills, and experience. You may also leave notes for the applicant on the last tab.

Figure 1: Profile Tab

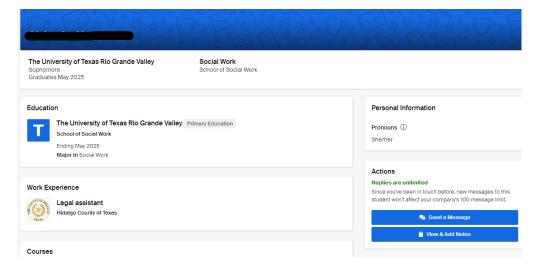
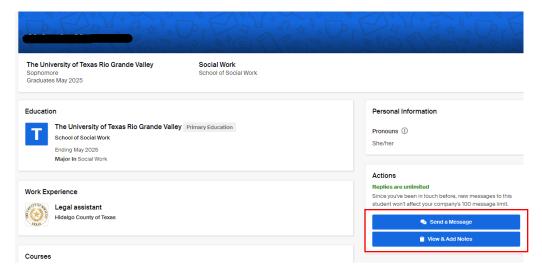
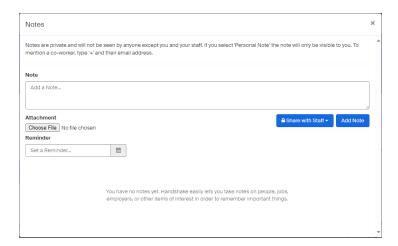


Figure 2: Notes Tab

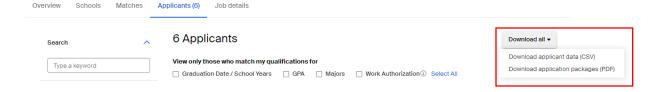




Reviewing Using Download all feature:

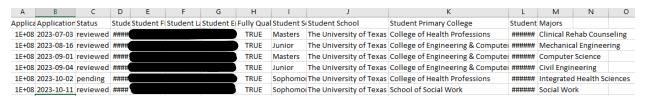
Applicants can be reviewed by clicking on the student's name, either one-by-one, or by viewing all applicants at once. The Download Applicant Data feature allows you to view all the applicants or specific ones you select in an exported excel spreadsheet for easy screening of major, GPA and other information. To view all in a spreadsheet, click on "Download Applicant Data (CSV)". The "Download Application Packages (PDF)" will allow you to extract selected applicant's resume, cover letter, and other attached documents in one packet.

Tip: The download will be sent via email and/or downloaded automatically to the computer.



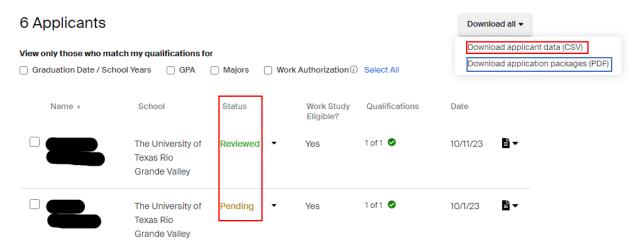
Example of the "Download Applicant Data (CSV)":

This option for viewing applicants provides you with a quick glance of information such as Student's Name, Major, Graduation Date, etc.

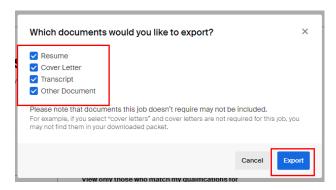


Reviewing Applicants using "Download Applicant Data (CSV)" or the "Download Applicant Packages (PDF)" feature:

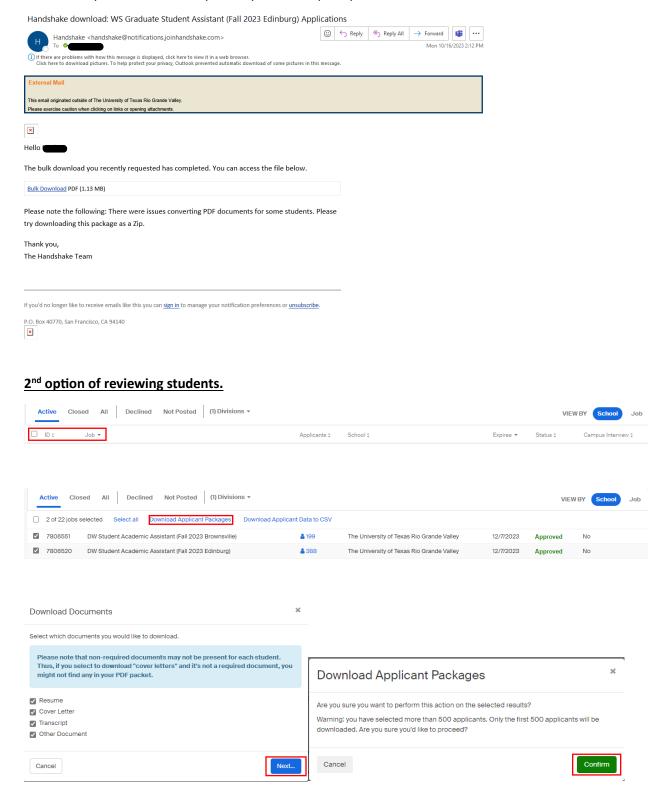
Tip: If you click on **download all**, this will download all of the applicants without the need to individually select them. If you prefer to select certain applicants individually, click on the little box next to the student's name, then click on **Download Applicant Packages**.



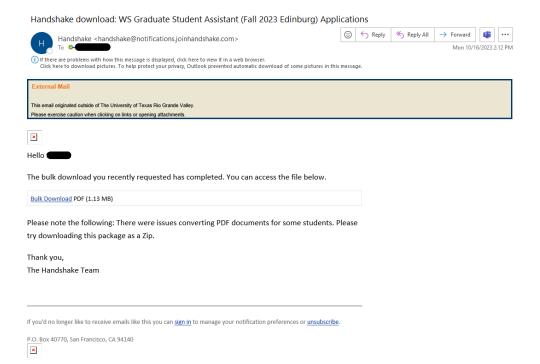
After clicking on the "Download All" you can select "Download Applicant Packages (PDF)" or "Download Applicant Data (CSV)" feature it will take you to the Download Documents page. Select the type of document(s) that you'd like to include in your Applicant Package and then click "Export".



Once the report has been completed, you will be prompted to retrieve the file or download.



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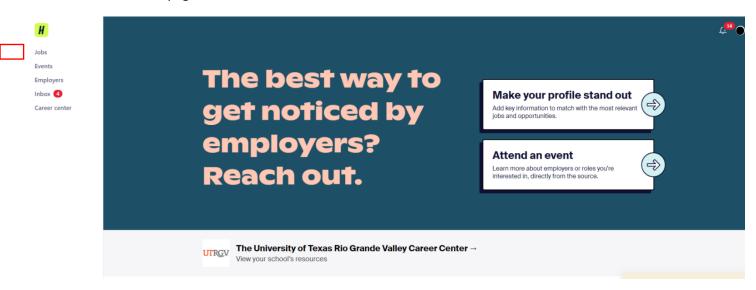
Tip: Application packages will include a cover page that lists all student's name, email address, school, school year and major sorted by student last name.

Reviewing Applicants for Work Study Eligibility

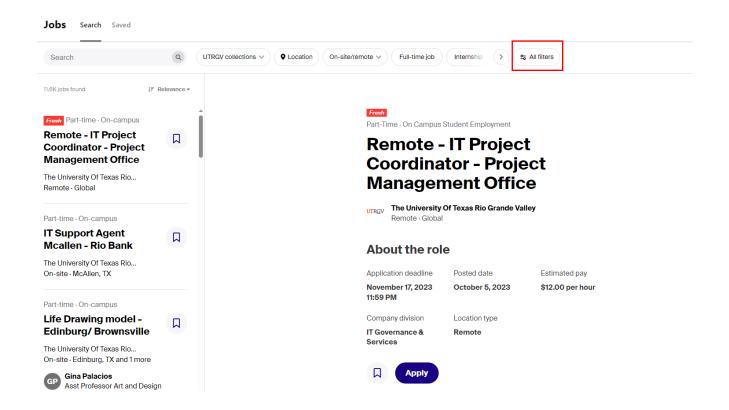
Work Study filter on Student's Side:

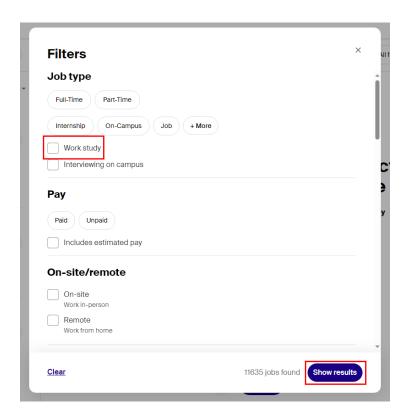
Students can create filters that indicate their job preferences at the time of applying.

From the Homepage, click on "Jobs".



Students can search for work study positions, by filter for "Work Study" under Job Type.





Tip: If the job type is **work study**, only Work Study eligible students will be able to access and apply to the job posting.

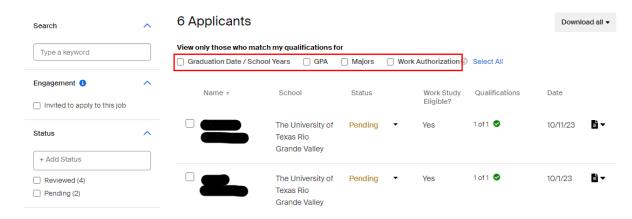
When you are reviewing applicants, you will be able to easily see which candidates fully match your preferences and which do not.

Below are the **Preference Options**:

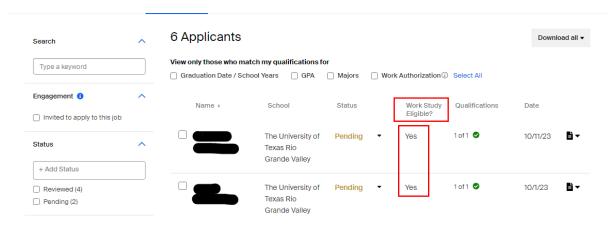
- US Work Authorization
- Student Graduation Date Range or School Year
- Student Minimum GPA
- Student Majors

Tip: If you add a preference for both **Graduation Date Range** and **School Year**, this will exclude students who do not meet BOTH preferences selected.

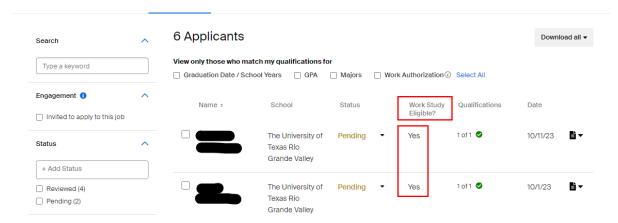
Eligibility for work study will not appear in the applicant's profile status. This information can be viewed on the Applicants page in the **Preferences** column.



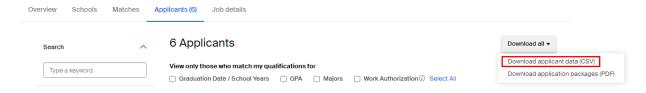
However, the work study preference and student information are shown for work study job postings, as shown in the example below:



Tip: The Work-Study column for the job posting will say whether a student is Work-Study eligible or not. A "Yes" will symbolize that the applicant is eligible for work study as shown below. The student may contact the Financial Aid Office by emailing workstudy@utrqv.edu for any questions.

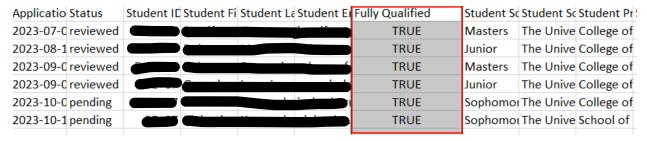


For a quick glance of those applicants meeting Work Study eligibility criteria, the list can be viewed by clicking the "Download Applicant Data" option for the job posting.



Below is an example of the **Download Applicant Data (CSV)**: This option for viewing applicants will show student information such as the Student's Name, Major, Graduation date, Fully Qualified, etc.

The **Fully Qualified** column will indicate whether the applicant met the work study preferences or not for the Work Study job posting. **"FALSE"** will match those applicants that show as **Not Eligible** and **"TRUE"** will match those applicants that are **Eligible** such as in the example below.



After the hiring official has finalized his/her pool of potential candidates, it is recommended to interview several applicants to have a wider selection of potential student candidates.

Tip: Students must meet the job qualifications and Student Employment requirements.

Once you are ready to start interviewing students, please feel free to look at the <u>Interview Guide</u>. This guide can assist with developing interview questions and the candidate selection process.