Benny Hire

Student Employment Hiring Solution

Technical Enhancements Implemented Post Launch

Request Form → Dept. Liaison Review → Financial Review → Eligibility Review → Extensive Reference Check

Central Payroll Review ← I9 Verification ← New Hire Paperwork ← Final HR Review ← Background Check
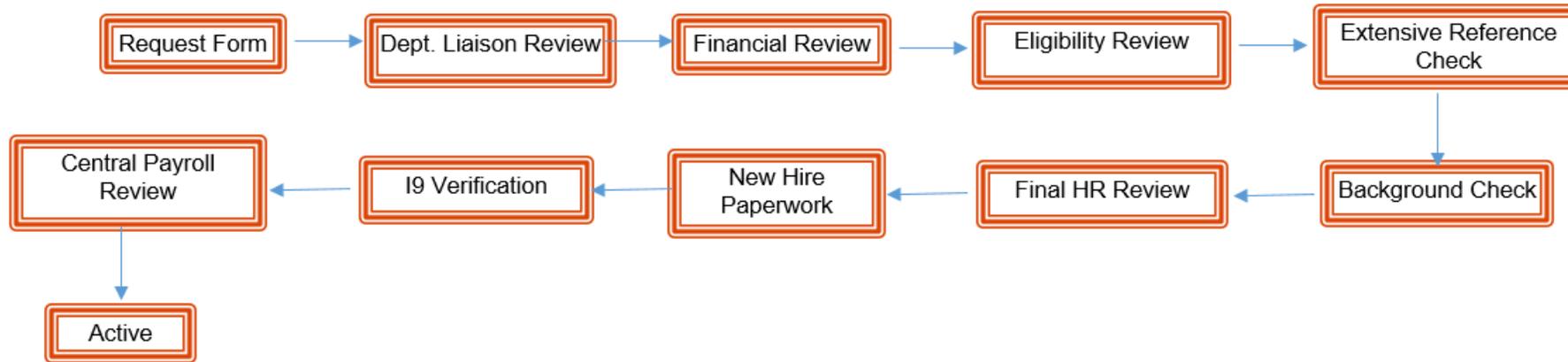
Central Payroll Review → Active
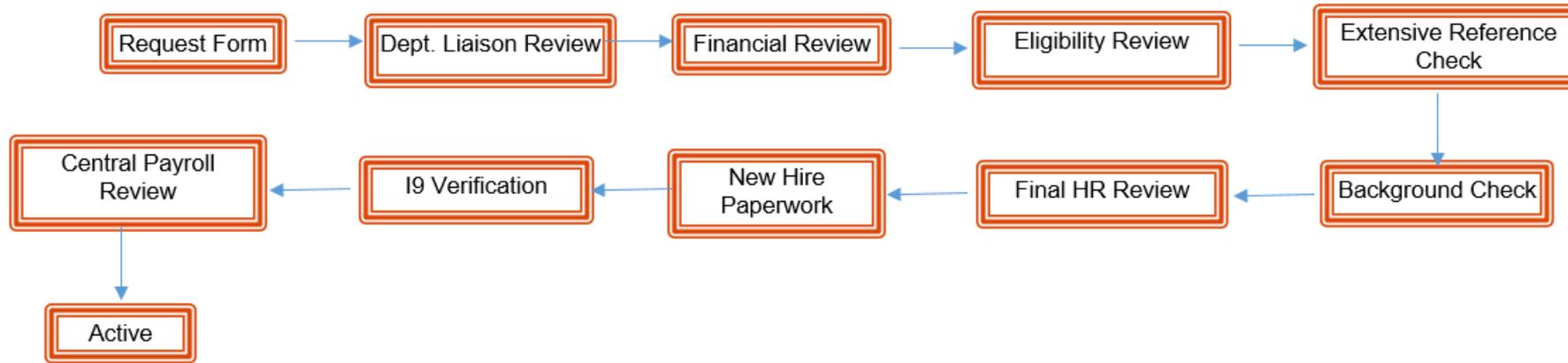
Banner Load- We continue to improve and fix issues and edge cases in regards to Banner loading, including:

- ✓ Properly-loading summer appointments
- ✓ Continued refinement of reappointment loads
- ✓ Improving I9 data loading
- ✓ Addition of termination records

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                                                                                      ↓
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Quality of Life- Your feedback continues to drive the improvement of interfaces, including bringing new features, including:

- ✓ Filtering and additional tables to the HR/Liaison and finance review roles
- ✓ Improved offer letter routing logic
- ✓ Interfaces are continuously being evaluated and permissions are tweaked as needed

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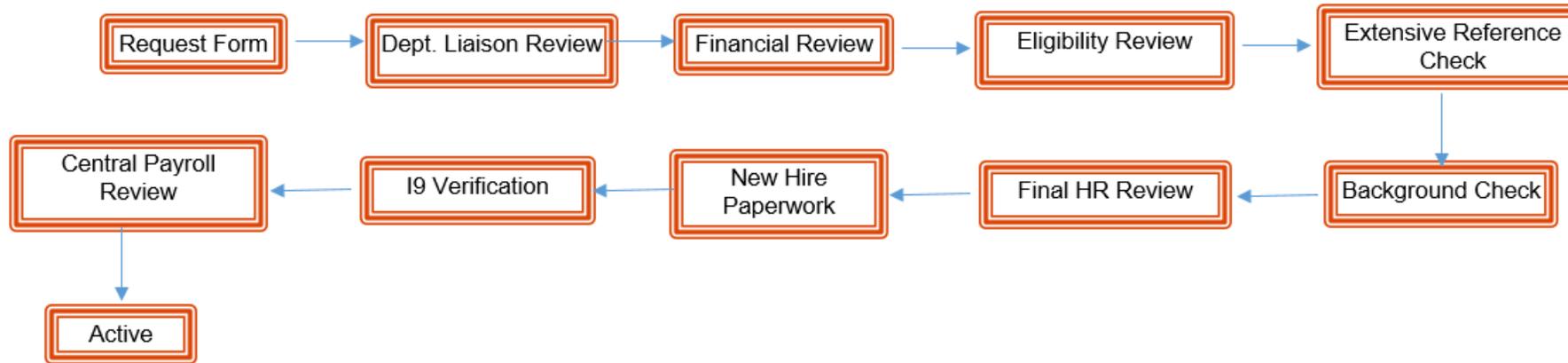
Process Improvement- Benny Hire continues to work smarter for you by expanding internal automation processes, including:

- ✓ Pulling DocuSign-linked emails for students
- ✓ Expanded appointment-specific automated routing such as reappoints and secondary hires
- ✓ Continuing to make process-based modifications to Benny Hire, such as updating contractual minimum wage and applying the correct wage for summer appointments

What's Coming for Benny Hire-GA?

We're excited to share a general roadmap of features and work that is being prioritized in the coming months, with improvements coming to all roles and interfaces.

- ▶ **Banner Loading:** As more edge cases develop, the Benny Hire team will be continuously improving the Banner load process for job appointments to ensure proper loading of data into Banner

- ▶ **User Tracking:** You'll soon be able to see who has worked on an appointment at each stage, allowing an easy and quick way for you to identify who you may need to contact if you have questions

- ▶ **Improved ELR Routing:** Summer-only appointment will no longer be routed through ELR assuming they have standard start/end dates and the salary is not less than the previous appointment for the employee

- ▶ **Appointment Routing:** To better fit the new Central HR model, appointment routing will change slightly and a dedicated HR role will be introduced

- ▶ **Improved CHC Process:** Major changes in the storage of the Criminal History Check database will allow for improved automation. Benny Hire will be able to preemptively check if a student has a valid CHC on file and route around the CHC Review if possible (for example, reappoints with no change in background types)

- ▶ **Quality of Life:** Many relatively minor quality of life improvements are planned, including (but not limited to)

  - ▶ Auto-population of position numbers based on org

  - ▶ Display of number of days an appointment has been in a specific stage

  - ▶ Visual indicator on dashboard indicating a position has been viewed in a specific stage

  - ▶ Ability to view and download signed Offer Letters from Benny Hire

  - ▶ Many smaller bug fixes

Benny Hire-Hourly Students Development and Implementation Update

✓ Hourly student posting request form and HR job posting view interfaces- Development, testing and feedback incorporated- **Completed**

▶ SERF interface development- **In Progress**

▶ Posting-applicant pairing interface-Display of applicant information from PeopleAdmin in Benny Hire- **In Progress**

▶ PeopleAdmin API and integration work- **In Progress**

▶ SERF and posting-applicant pairing interfaces testing session- **June 2019**

▶ To ensure continued support of Benny Hire-GA along with delivery of the full scope, and thorough testing and training, we will be assessing our implementation timeline for Benny Hire-Hourly Students and keep the community updated as we move toward a more solid date for go-live.

How Will We Ensure a Smooth Rollout?

Testing:

▶ Across multiple stakeholder/user groups

▶ Targeted sessions that build toward complete end-to-end

▶ Beta test groups

Training:

▶ Training resources within Benny Hire

▶ Hands on, incremental training approach

▶ User experts to facilitate peer training opportunities

▶ Continuous improvement process

Communication:

▶ Cascading communication approach to include a brief overview and demonstration of the system

Questions and Feedback

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