Hiring Criteria

For use when someone comes in for an initial interview. They should meet these criteria in order to proceed to next step….

The Next Step is

:CDL class, Driver Training

or

:Monitor Training

* Look for good people skills. Do they make eye contact when speaking? Do they curse?

Are they polite?

* Ask them if they will be able to work well with Pre K and school aged children as well as adults with disabilities, including having a tolerance for varying disabilities and personalities.
* Inform them that they must have common sense, be able to keep on schedule and have the ability to learn the rules, regulations and policies regulating our industry and company. Were they on time for their interview? If not indicate and address.
* Inform them They must have excellent personal hygiene, clean clothes and the ability to keep a clean bus are required. Observe and note.
* Inform them that they must be able to pass a physical, drug screening (including pre-employment and random testing) and background check- which includes but is not limited to fingerprint processing and an internet review of any personal information that is available to the public (including social media – such as Facebook, Twitter, ect.).
* Advise prospective drivers that there will be an initial review of their driving record, with continual monitoring.

The “SCRIPT” will cover much of the above, but make note of the “visuals” referenced above.