Integration Example: Crew Recruiting

TRY IT

Leads and Crew

Crew Recruiting
A form that uses clever technology to "score" candidates after they fill out the application. Auto-ranks based on candidate suitability for efficient follow-up. **DONE**

Quote Request Forms
Custom forms that are easily modified to quickly collect the basics from new clients to start the estimation process. Forms feed directly into CRM to optimize efficiency **DONE**

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These forms are based on HTML and PHP, the most common web server platform.

Fully functional, easily customized, auto-scoring online sub-contractor application form

About Page | Get an Estimate | Join our team

CONTACT US

NAME

EMAIL

MESSAGE

Join the Mequon Garage Team Today!
You needn't fill out every field, but let's not be naive this is a job app, a test of sorts. We are looking for people with attention to detail, so read this first.
FYI: DO NOT CALL OR EMAIL. This form is your only path to nirvana.

Welcome future Crew Member!
☐ I have current business references
☐ I can pass drug test and background check
☐ I have a valid DL   From ... ▼

Getting in touch with you
Your name
Current street address
zip code   (five or ten chars)
Phone number   eg. 777-555-1231
Number goes to a ▼   Best time to reach you ▼
your email address   Email is checked ▼

On the job
My tools status ▼   On my last job I made ▼   Available ▼
Garage Doors -Please select- ▼   Carpentry Rough -Please select- ▼
Carpentry Finish -Please select- ▼   Drywall/Painting -Please select- ▼

ESSAY PORTION (verbosity encouraged)
How did you learn your skills? Any certifications?

Tell us about your last job. eg. How long ago? What type of job? What was your role? How many sq.ft? ...you get the idea.

What do you enjoy doing in your off-time? We don't need any fancy sentences, just rattle off the top 5 things you like to do when yer off-duty.

Extra credit I am ▼   Don't know what this is? Find out

Send it

To make the interviewing process more efficient, candidates can be easily sorted by their overall score, based on the weighted value of each response.

When the candidate hits the Send button, their score is calculated and all responses stored in the candidate database

CANDIDATE RESPONSES [INTRO] LOGOUT

Export

Applied on	Pts	MCA		Name	Started	Submitted	Zip	Phone	Fonetype	Besttime	DL	DLst	Rx BG	Refs	Bnc	Snf	Rnr	New
07/16/2017 01:56 AM	-18	0.611629	100	David Heatherly	01:40:37	01:56:00	28078	(828) 620-3641			0	YES	NC	YES	YES	13	15	10	15
05/22/2017 06:55 PM	75	0.895299	100	Logan Byrne	06:43:14	06:55:36	53207	4143990426	iPhone	8-10a	YES	WI	YES	YES	0	0	0	3
05/18/2017 12:49 AM	58	0.821594	99.9612	Emmanuel Hare	12:19:13	12:49:41	53218	4146894135	Android	Noon	YES	WI	YES	YES	3	1	3	5
01/28/2017 11:07 AM	24	0.821554	99.9885	Austin Jonathan Webster	08:39:17	11:07:56	53218	262-930-1774	iPhone	5-7p	YES	WI	YES	YES	5	10	3	5
10/31/2016 04:53 PM	65	0.771515	99.927	Kyle French-Mandella	04:39:10	04:53:18	53186	4143889589	iPhone	1-3p	YES	WI	YES	YES	3	3	1	1
01/28/2016 06:11	7	0.819260	99.9444	Keith allman	06:09:20	06:11:18	23626	414-614-	iPhone	5-7p	YES	FL	YES	YES	13	15	15	15

Pts	Name	Started	Submitted	Zip	Phone	Fonetype	Besttime	DL	DLst	BG	Refs	GD	CR	CF	DP
-18	asdfsd sadfasdf	11:29:18	12:31:22	53092	2626744802		0	YES	WI	YES	YES	10	10	10	10
60	TESTER TESTRON	11:21:13	12:24:31	53092	2623056491	Android	10a-Noon	YES	WI	YES	YES	3	1	3	3

Overall score indicates the relative value of the candidate based on weighted score from each of the form items. A score minimum is generally established to keep spam and tire-kickers out of the system.

Start-Finish timestamps could be another metric that adds or deducts from overall score. e.g., Someone who spent less than 1 minute on the form likely did not provide quality input.

Valid DL?

From which state?

Pass a background check?

References available?

Years of experience in the trade class being sought

Too much experience can be a negative as it can be assumed the candidate believed that more is better. In this case, the auto-scoring could deduct points when years of experience are all the same.

GD	CR	CF	DP
10	10	10	10
3	1	3	3

-Please select-
No experience
1 year or less
2-3 years
4-7 years
8-12 years
13+

GD
Garage Doors

CR
Carpentry Rough   -Please select-

CF
Carpentry Finish   -Please select-

DP
Drywall/Painting   -Please select-

On the job

| Have my own tools ▼ | On my last job I made ▼ |

On my last job I made
$8-10/hr
$11-13/hr
$14-16/hr
$17-20/hr
$21-25/hr
Was on % basis

1:1 Scoring = Simple

1:1 vs Text Area Scoring

1:1 Scoring means that 1 click = 1 value.

e.g., If a person is being sough that has their own tools and is ok working on a % basis, then these two fields would have a high weighted value.

But...if a candidate has **no tools** and expects **$21-25**, those responses would yield a negative point value.

Text Area scoring is not as simple because a text area contains many characters that generally are formed into words and sentences.

There are two metrics this system can use to score text area responses.

1) Spelling accuracy
2) Command of the English language

1 is self-explanatory. #2 is an algorithm that uses **pattern matching** and **computational linguistics*** to detect correctly formed English sentences. In the event the candidate will need to **compose customer-facing documents**, each of these areas can be value-weighted to determine their ability to communicate via a keyboard.

* Http://MequonGarage.com/docs/informer.pdf

Text Area Scoring is **Unique and** Not Simple

ESSAY PORTION (verbosity encouraged)

How did you learn your skills? Any certifications?

These text areas can be used to ask any sentence-type questions

Tell us about your last job. eg. How long ago? What type of job? What was your role? How many sq.ft? ...you get the idea.

What do you enjoy doing in your off-time? We don't need any fancy sentences, just rattle off the top 5 things you like to do when yer off-duty.

If writing skills are not important, score values for these can be set to zero