

CHECKLIST FOR ONBOARDING THE NEW EMPLOYEE

How an employee is treated when starting a new job makes a lasting impression. A strong, interactive onboarding is an important first step in developing commitment and cooperation. The new employee will be given a great deal of information from a variety of sources, such as the Maricopa Community Colleges' New Employee Orientation as well as any formal or informal training your work unit or division requires. The greatest impact, however, will come from you and the new employee's coworkers. It is your responsibility to make the new employee feel welcomed and valued, to provide the tools needed to properly carry out the duties of the new job, and to convey a positive, realistic view of your college and the District as a whole.

A checklist has been prepared to assist you in remembering the many details of an effective onboarding. You may customize your onboarding program by adding steps unique to your work unit or division and deleting those that do not apply.

Make the new employee's first days a positive experience by providing a thorough and well-prepared onboarding. It will prove to be well worth the time and effort you put into it. By alleviating the frustration and confusion that can result from being under prepared, you allow the new employee to concentrate on learning the skills and procedures needed to excel in the new position and ultimately in serving the students. The result will be a committed, effective employee and greater productivity for your work unit or division.

PRIOR TO EMPLOYEE'S FIRST DAY

- Provide a welcome to the employee confirming their first day, time, parking, and check-in instructions.
- Inform staff and/or college of the new employee's arrival.
- Prepare employee's workstation and stock with basic supplies, e.g., stapler, business cards, etc.
- Order applicable building keys and/or security access cards.
- If the employee will be accessing a computer terminal, contact your college help desk to set up security access, email accounts, logon, and passwords.
- Review and/or develop position performance standards. Have an up-to-date job description and/or a list of duties and responsibilities available.
- Develop employee-training plan. If another employee will do the training, discuss it with him or her in advance.
- Schedule formal training such as FMS, OSHA, etc.
- Notify the mailroom of your new employee's name so mail can be routed efficiently.
- On your calendar, set aside the last half hour of the employee's first day for a debrief meeting. Schedule initial progress review sessions. Note probation period end date, performance checkpoints, training and orientation dates.

EMPLOYEE'S FIRST DAY

- Be there to welcome the new employee. Schedule plenty of time to meet with him or her. If you must be away, appoint someone to act on your behalf.
- Show the employee to his or her workstation. Provide desk/door keys.
- Provide employee with secure place to store personal belongings.
- Give the employee an overview of his or her work unit or division, explaining who does what, how it affects your college and Maricopa Community Colleges, and what part the employee will play.
- Begin to introduce the employee to appropriate department and college staff. This may include contacts in other departments. Provide list of contacts with job descriptions and phone numbers.

EMPLOYEE'S FIRST DAY (cont'd)

- Conduct a quick tour pointing out departmental bulletin boards, mail drop points, meeting rooms, copy and fax area, lunchroom, cafeteria, and any other locations pertinent to your employee. Be sure to point out restrooms, break areas, drinking fountain, coffee area, stairwells, emergency exits, and first aid supplies.
- Explain work hours, summer hours, over time policy, the smoking policy, and lunch and break times. Explain the procedure for reporting absences or tardiness, including who and when to call.
- Determine flex schedule if applicable. Notify HR Solutions Center if flex schedule will impact probation period calculation.
- Explain the policy for requesting vacation, outlining the college's peak times that vacation requests may not be approved (except for emergencies), e.g., rollover, registration, or other similar events.
- Review paid holidays and academic calendar available at:
<https://chancellor.maricopa.edu/public-stewardship/governance/administrative-regulations/2-students/academic-calendars>
- Explain when the employee will receive his or her first paycheck and for how many days he or she will be paid. Provide a copy of the payroll calendar available at:
<https://business.maricopa.edu/payroll/pay-calendars>
- Discuss time reporting procedures for your work unit/division.
- Explain guidelines for appropriate attire and “casual day” if applicable.
- Provide training on emergency procedures including fire, bomb threat, evacuation plans, etc.
- Arrange for someone to take the employee to lunch.
- At the end of the day, meet with the new employee and answer any questions he or she may have.
- Continue to introduce the employee to appropriate department and college staff. This may include contacts in other departments. Provide the employee with a list of position-relevant questions to ask.
- Provide employee with copies of your work unit/division's manuals, procedures, and work samples or point out how they can be accessed for review.

EMPLOYEE'S FIRST WEEK

- Introduce employee to his/her policy group campus representative. Encourage employee to review his or her respective employee group policy manual.
- Make accommodations in the new employee's work schedule to attend any college-based new employee orientation that may be available, as well as the MCCC New Employee Orientation, required for all new employees.
<https://hr.maricopa.edu/supervisor-tools/welcoming-new-employees>
- Meet with the employee daily to monitor progress and answer questions.
- Review the employee's job description; discuss the specific duties and responsibilities of the position; discuss in detail the expectations of each other.
- Explain the probationary period outlined in the policy manual for the position.
- Set up a meeting with the new employee at the end of the first week. Revisit important issues and answer any questions he or she may have.
- Order specific supplies for employee (calendar, preferred work tools, etc.)

DURING EMPLOYEE'S FIRST MONTH

- Make sure employee attends the first available college-based new employee orientation, as well as the MCCC New Employee Orientation session, required for all new classified staff employees. <https://hr.maricopa.edu/supervisor-tools/welcoming-new-employees>
- If employee will be operating a vehicle owned, rented, or borrowed by MCCC, make sure they complete the online training and submit to a Motor Vehicle Record (MVR) check. Go to <https://maricopa.learn.taleo.net>, log in to the Employee Learn Center (ELC), click on "Search for Training" tile and type in "Driver" in the search box, and continue with sign up/completion of course.
- All Classified Staff employees including OSO, OYO and Specially Funded employees are required to complete the annual **Public Stewardship and Ethics Learning Plan** (*includes Legal Issues: Public Sector Employment and MCCC Public Stewardship*) upon start date. For more information, go to: <https://hr.maricopa.edu/professional-development/training-learning/mandatory-training-and-disclosures>

<https://maricopa.learn.taleo.net>

- All employees regardless of type must complete the following courses within the first 30 days of hire. **Preventing Sex Discrimination and Harassment** (repeat every 3 years), **Annual Information Security and Privacy Awareness Learning Plan** (*includes level I FERPA module, Human Firewall, and Data Security Acknowledgment*) (repeat every year).
- All full-time and part-time classified employees including OSO, OYO, Specially Funded employees are required to complete **Public Stewardship and Ethics Learning Plan** (*includes Legal Issues: Public Sector Employment and MCCCDC Public Stewardship*) within their probationary period or one year (whichever is shorter) of their hire date and every three years thereafter.
- All “leaders” (those who supervise at least one part-time or full-time classified staff employee, are required to complete the two-year Leadership Foundation Learning Plan: <https://hr.maricopa.edu/sites/default/files/LeadershipPlan.pdf>
- Develop/review on-going learning plan for other district wide, college, or job specific training, e.g.,
 - Two-Year MCCCDC Professional Development Plan (recommended for all employees):
<https://hr.maricopa.edu/sites/default/files/MCCCDCDevPlan.pdf>
 - OSHA training specific to the employee’s position:
<https://hr.maricopa.edu/professional-development/training-learning/programs/health-safety-environmental>
 - Supervisor development training, if applicable:
<https://hr.maricopa.edu/sites/default/files/SupLearningPlan.pdf>
 - Diversity & Inclusion learning plan:
<https://hr.maricopa.edu/sites/default/files/MOSAICDevPlan.pdf>
 - College required training, and/or
 - Job specific training, such as job procedures and applicable timelines, Google mail, FMS, HCM, etc.
- Develop an annual action plan or annual performance goals in preparation for the annual and end-of-probation Employee Development Evaluation tool.
- Meet regularly with the employee to monitor progress and answer questions.