

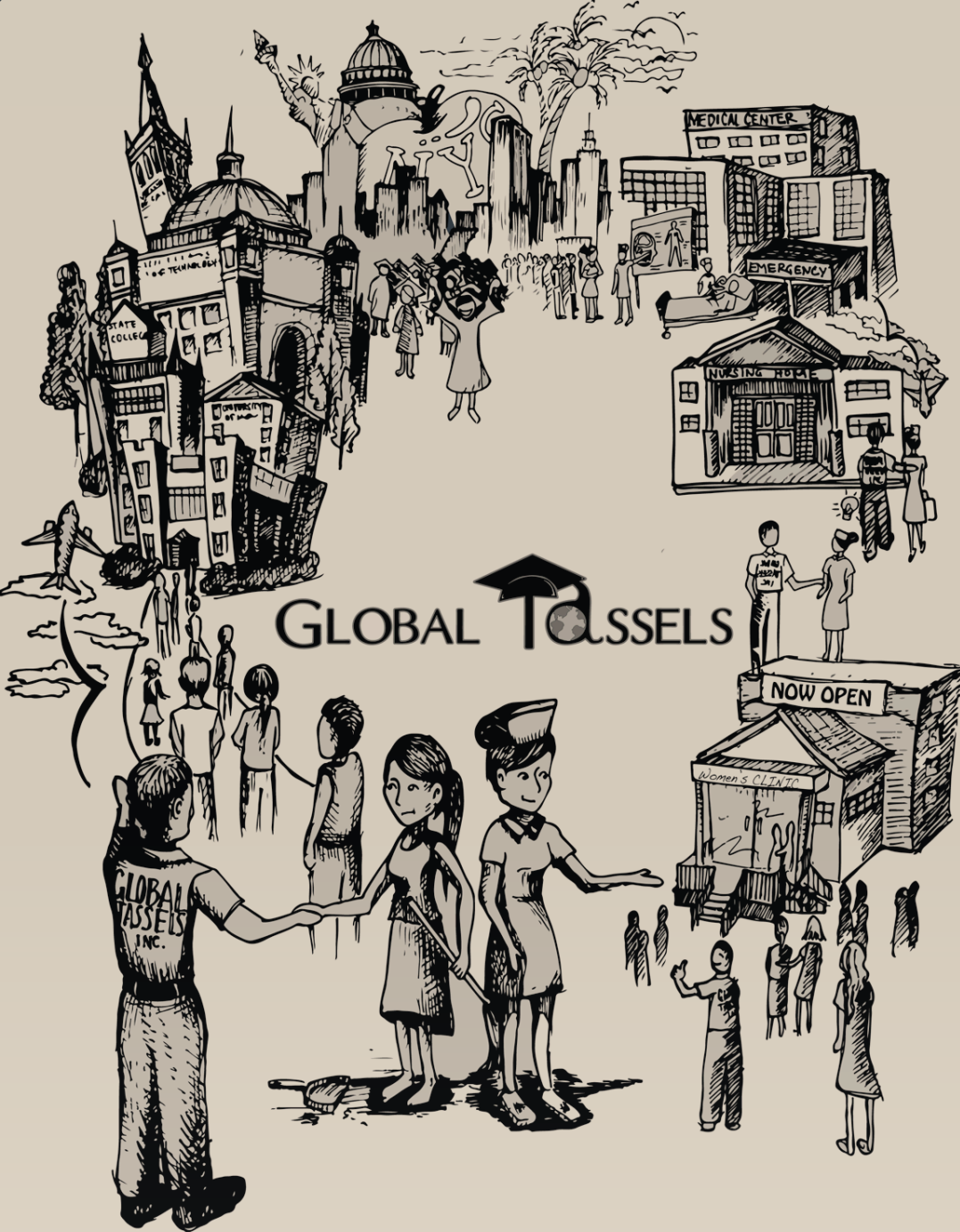


TIRCA

The International Recruitment Course of Action for Global Tassels

PHASE II: Recruitment & Selection Procedures

Department of Global Recruitment



GT Process Health Field Sample
Art Work By:
Ms. Sarah Joy Gatchalian

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Message from the Vice President of Global Recruitment



MS. HADASSAH ST. HUBERT, Ph.D. (ABD)



Dear Friends:

I invite you to become part of a movement to end poverty through education. According to Horace Mann, *“Education then, beyond all other devices of human origin, is a great equalizer of the conditions of men — the balance wheel of the social machinery.”* At Global Tassels, we strongly believe that education is the answer to break the vicious cycle of poverty in developing nations. We aim to provide quality education to students and prepare them to help their communities after graduating in their desired field. One day, we hope that training these future leaders to be engaged within their communities will bring about change and improvements in the socio-economic landscape of their nations, so that they ultimately can live up to their highest potentials.

We are willing to airlift students all over the world and place them in our partner private institutions tuition-free. We want to build a network of change agents around the world. By partnering with educational institutions, the government sector, businesses, community leaders and advisors we intend to train our Student-Leaders to bring about sustainable change to their respective countries.

In (The International Recruitment Course of Action) TIRCA Phase I, you will see how Global Tassels is positioning itself to help others. We have created a robust internal recruitment process to have quality assurance. Again, we want to invest on Student-Leaders who are passionate to help their country by making a positive impact to their respective community. In TIRCA Phase II, you will see our criteria, our process, and our requirements during our pilot years. If you have any questions, please feel free to contact us and I thank you for joining us to help our world a little better.

Please feel free to contact me if you have any questions:

Hadassah St. Hubert, Ph.D. (ABD)

Vice President of Global Recruitment

had@globaltassels.org

Note from the President & CEO



What is an exciting time for all of us!

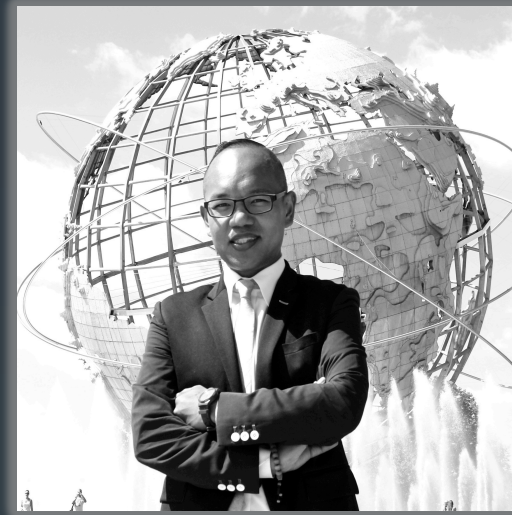
After months of preparations, learning, and cultivating relationships during our country visits, we are finally ready to start our global recruitment process.

We have shared our mission to individuals in businesses, academic institutions, community based organizations, NGOs, government, and, most importantly, with students who have shown interest in the holistic ideas of Global Tassels. Today, we have turned on the green light to start the most difficult, but exciting, part of the work we do – identifying the right students.

As we introduce *TIRCA: Phase II*, it is important that everyone involved in the nomination and selection of candidates (including staff and community advisors) understands the integrity and the fluidity of our process. I encourage all of you to read the details written in this document in regards to proper procedures. If you happen to have questions, please feel free to speak to one of our team and we would be very happy to answer your questions.

Again, thank you to our nominators and community advisors. We hope to cross paths with you again upon our return to your home country.

Cheers.



Dr. Elvin T. Ramos

ABOUT GLOBAL TASSELS



Mission

Global Tassels, Inc. mission is to provide access to college education for students living in poverty from less developed nations.

We open doors to colleges and universities worldwide and we are committed to empowering our students to be leaders in their fields; engaging them in their communities; supporting their living sustainability, and shaping them to become the voices and forces of change for their countries.

Global Tassels is a U.S. registered 501c3 non profit global organization headquartered in New York City. We plan to open offices in NY, DC, and LA.

PILOT COUNTRIES



INDIA



COLOMBIA



THE PHILIPPINES



HAITI



IVORY COAST

Basic Criteria and Requirements for Candidacy



AGE

Student **MUST** be 18 years of age by the time of admission

Education

Must be a high school (secondary education) graduate.

Relationships

Student candidate cannot be a relative of any current staff and board members, or community advisors

Language

Must have some proficiency in English. (Speaking, Reading, Writing, and overall Comprehension.

Marital Status

Single Preferred

Service

Must have community service or volunteering at any capacity

Health

Must pass a physical examination required during F-1 VISA application

Personality

Independent; Driven; Confident; Leader-Quality; Humble; Able to speak in public

Socio-Economic Status

Must be able to prove low income and annual family wages

Grade Point Average

Equivalent to the US of a 3.0 (in a 4.0 scale); a letter grade of B; or a number grade of 85 or higher

Field of Studies

Any but undergraduate Programs Only.
Limited to partner institutions offerings

Sexual Orientation & Religious Affiliation

Any

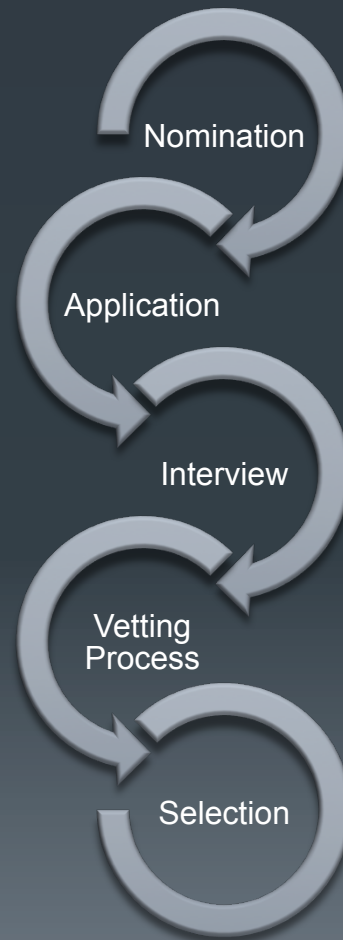
Student Nomination & Application Procedures



STEP I. Students **MUST** be nominated by individuals affiliated with academic institutions, community-based organizations, NGOs, government, or business. Nomination forms are available via www.globaltassels.org

STEP III. Students will be scheduled for a 2 to 1 personnel/applicant and group interviews. GT Team members plus an appointed GT Community Advisor (translator) from student's country will take part in the individual interview. Students may still bring outstanding required documents to add to their portfolio.

STEP V. It may take up to 3 months for GT to make a final decision. Non-Acceptance letters will be sent via email to students and the nominator. The Letter of Acceptance will be sent via certified mail and a personal phone call from Global Tassels.



STEP II. Nominated students will be invited to an all-day open application session and to take a basic English-Language Sample Exam. Students **MUST** bring required documentations to this session.

STEP IV. Students portfolio will be reviewed immediately by GT delegates and the internal vetting process begins. Turn to next page for more information about the internal vetting process. Once the Team decide a potential finalist, a family visit will be scheduled.

Three months after Global Recruitment Week.
Home visits will be required upon GT's return to
the country for verification purposes.



Two months after Global Recruitment Week

President makes
recommendation
to Board of
Directors for
Governance
Approval

GT
President

3

- GT Delegates
present to
GT Full Staff
- GT Staff
selects Final
Candidates

GT Full
Staff

2

One month after Global Recruitment Week

GT
Delegates
Decides on
A-List
Candidates

GT
Delegates

1

The Week of Global Recruitment

The Internal Vetting Procedures for Final Candidacy

The Institution's Admission Procedure



- After GT identifies the selected Student Leaders, each student is match with one of GT partner institution;
- Selected Student-Leaders must go through the proper admission procedure of the college/university they will attend;
- Selected Students-Leaders will be assisted by GT Team member to gather documents and necessary steps to complete admission process and start F-1 Visa application;
- Cost for Visa, Passport, and payment for other necessary documents will be covered by Global Tassels;
- Completing the institution admission process can take an additional 5-6 months; GT will work closely with their Student-Leaders to expedite the process.



GT Process Artist Sample
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at a Glance



Summer: Orientation to GT; Meet & Greet Mentor; ESL Training, Leadership Training, Get to know the City; Community Services Participation



Year 1: Summer Session. Mentoring; ESL Training; Community Services; Diversity; Global Young Leaders Participation in NYC & DC.



Year 2: Summer Session. Mentoring; ESL & Business Writing Training; Community Services; Internship with non profit, NGO, or business the US.



Year 3: Summer Session. Mentoring; Professional-Career Track Training. Internship at community based organization, Business or NGO in their country.



Year 5: Post-Grad. Student will work for a year as a GT Fellow with a non profit, NGO, or a Business upon their return.



Year 1: Student will be in the institution as GT Student Leader. General Education Studies; ESL Training; Community Services (350 hours required; GT Special Events; Mentoring



Year 2: Mentoring; Writing Proposal for Community Project; Community Services; ESL Training; GT Special Events



Year 3: Mentoring; Business Plan for Community Project; Community Services; ESL Training; GT Special Events; Emergency Management Training



Year 4: Mentoring; Final Portfolio Business Plan for Community Project with Budget Outline. Community Services; Professional Training



Year 6 & 7. Student MUST contract with GT to start a Community Project with a commitment of 2 years as the Lead-Project Director.



Does the student pick the institution they will attend?

How many students per each country?

Who are the university partners?

Will the student be allowed to interview without any prior knowledge of English?

What if the student breach contract with GT? What will happen?

Are there any costs to the student or their family?

Who will sponsor the student while in the US?

Can a current university student apply for a GT scholarship?

Can a student have a job while studying in the US?

What kind of opportunities can students have after they start their community project?

Does the project have to be in the community in which the student was born?

Can students change their field of studies at any given time?

Why students from other countries? Why doesn't GT select students in the US?

When will the open nomination happen?

FAQs

Frequently Asked Questions





GLOBAL TASSELS

THANK YOU

TIRCA: PHASE II - Recruitment & Selection Procedures

Department of Global Recruitment

January 2015

www.globaltassels.org