eWorkConnection

Screen-by-Screen Training Manual

Distribution-ready user and admin guide for the eWorkConnection soft launch. Excludes restricted or non-launch sections.

Document	Screen-by-Screen Training Manual
Version	Soft Launch planning set
Date	July 25, 2026
Audience	Founder, admins, developers, QA employee agent, launch partners

Prepared for launch planning. This document is not legal, tax, employment, immigration, financial, or security advice; local counsel and tax advisors should review country-specific launch materials before paid scale.

How to Use This Manual

This manual explains each launch-ready screen in plain operating language. It is intended for job seekers, recruiters, admins, support reviewers, and launch partners. It excludes restricted or non-launch sections and focuses only on the live job seeker, recruiter, admin, support, and documentation workflows.

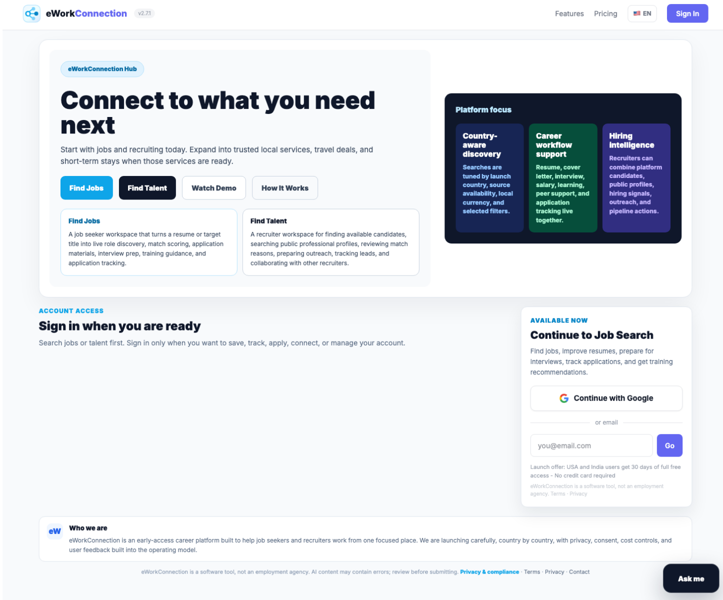
Audience	Use This Manual To
Job seekers	Search jobs, refine results, prepare applications, track applications, and use support tools.
Recruiters	Find candidates, review match context, manage outreach, use recruiter collaboration, and understand plan/trial behavior.
Admins	Control countries, users, features, pricing, support, event logs, budget, maintenance, documents, and QA workflows.
Support / QA	Understand where issues are reported, how event logs are reviewed, and how regression checks support launch readiness.

Quick Navigation Map

Screen	Who Uses It	Primary Purpose
Classic Home	All visitors	Choose Find Jobs or Find Talent, watch demo, read trust/privacy notes, and sign in when needed.
Career Command Center	Job seekers and recruiters	Use a focused workspace view for briefing, next actions, resume-to-offer workflow, and talent desk entry.
Job Seeker / Find Jobs	Job seekers	Search jobs, apply filters to existing results, create application materials, and track status.
Recruiter / Talent Hire	Recruiters	Find candidates, review match details, post jobs, manage hiring leads, outreach, company workspace, and recruiter network.
Company Workspace	Verified recruiters	Manage employer profile, member list, internal/public job availability, company jobs, and workspace pipeline summary.
Admin Overview	Admins	Monitor accounts, activity, searches, API spend, and budget status.
Admin Users	Admins	Manage roles, access, plan, country assignment, and trial reset.
Admin Countries / Pricing	Super admin and country admins	Control launch countries, trial dates, pricing, currency, and local rollout settings.
Admin Documents	Admins	Download training, requirements, architecture, ROI, and marketing documents.
Support / Event Log	Admins and employee agent	Review user issues, support tickets, QA events, and defect workflow.
Career Bot Home	Guests (if enabled) and signed-in users	Alternate homepage with the Kaira voice/text assistant; staged rollout tier plus an independent guest-access toggle.

1. Classic Home Screen

Classic Home screen: public landing page with service entry points, trial messaging, demo access, and privacy/legal links.



Purpose

Classic Home is retained as the original public entry point at /classic-home. It should quickly explain what eWorkConnection does and route users to the correct service without overwhelming them.

Main User Actions

- Click Find Jobs to explore the job seeker workflow.
- Click Hire Talent / Find Talent to explore the recruiter workflow.
- Click Watch Demo to view the product overview video.
- Use Sign In only when ready to save, track, connect, or manage an account.
- Read Privacy & compliance, Terms, and Privacy links before using service areas.

Career Command Center

- Use Career Command Center from the Home navigation when a more guided workspace is preferred.
- Before sign-in, Career Command Center shows indicative preview content only.
- After sign-in, Career Command Center shows a real personalized briefing from the user's own searches, applications, follow-ups, recruiter/candidate signals, training gaps, and trial context.
- Current matching jobs and candidate/talent signal cards reconcile server counts with browser search history so recent trial/guest searches are reflected immediately.
- Briefing cards are clickable. Current matching jobs opens Job Seeker results, candidate/talent signals opens Talent Desk, follow-ups opens Applications, and learning focus opens Resume/Training context.
- The AI-written briefing summary is cached once per user per day to control API cost.
- The Command Center is production-facing and now acts as the main homepage, while Classic Home remains available as the original launch experience.

Training Tips

- Tell new users they can explore search first during trial, then sign in when they want to save or perform account actions.
- The trial message may show days left and end date based on the visitor's launch country.
- Other service categories are intentionally separate and under construction unless enabled later.

Common Mistakes

- Do not describe eWorkConnection as an employment agency. It is a software tool.
- Do not promise that AI content or public-source listings are always accurate. Users must verify before acting.

2. Privacy Acknowledgment

Purpose

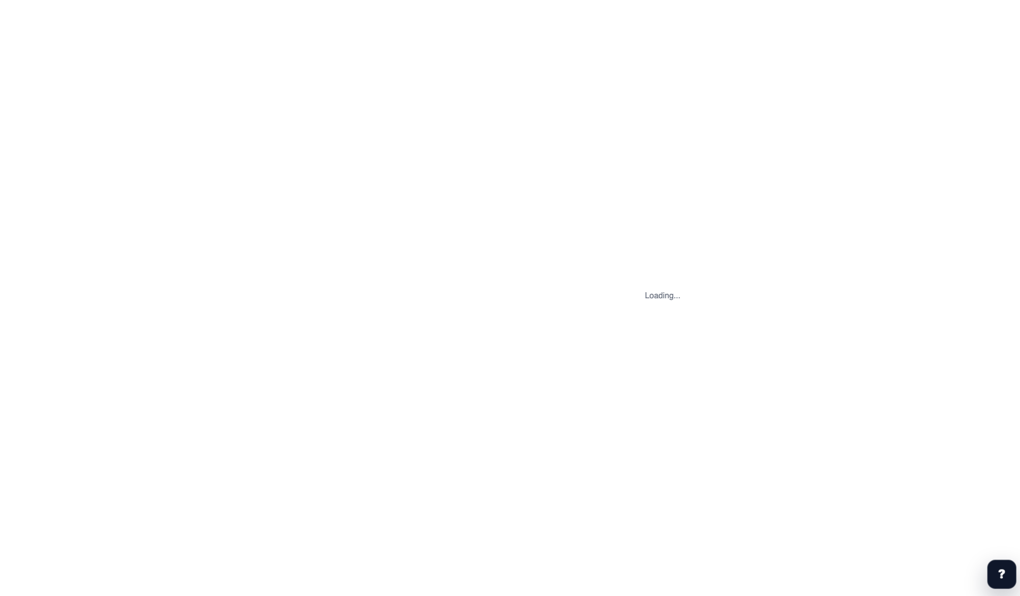
Before users enter active service areas, they see a Privacy and Terms acknowledgment. Once accepted, the app stores the acknowledgment in the browser so users are not prompted repeatedly.

What Users Should Know

- The acknowledgment applies before using active service workflows.
- Public-source results are informational and should be verified.
- AI-generated summaries, match reasons, training suggestions, and outreach drafts may be incomplete or inaccurate. Users should review and validate before relying on them.
- Users should not share sensitive information unless necessary for the workflow.
- Users can use support/feedback if they need privacy or account help.

3. Job Seeker: Find Jobs Screen

Job seeker screen: Find Jobs area with search controls, filters, resume upload/analyze entry, and job results workspace.



Purpose

The Find Jobs screen helps job seekers search live jobs, use resume/keyword context, refine loaded results, and prepare next actions.

Step-by-Step Workflow

- Enter a target job title, such as Salesforce Administrator.
- Add keywords or upload/analyze a resume when available.
- Enter location, country, and state if applicable.
- Changing country automatically clears the previous location and results and reloads matches for the newly selected country when search context exists.
- Click Find Jobs to run a fresh search.
- After a search completes, use Search History to switch between current and previous search runs instead of mixing old and new job lists.
- Manual searches show the latest run. Auto updates are saved separately so users can choose whether to review prior auto-update results.
- Review results. Each job shows title, company, location, match score, pay if available, and source next to the job identity.
- Open the original source link before applying. Do not rely only on the AI summary or extracted details.
- Open a job to see role summary, matched skills, why the score is not 100%, and recommended training.

Left-Side Filters

- Job Freshness, Role Filters, Compensation & Match, Industry, and Advanced Sources are staged filters.
- Changing these filters does not run a new search and does not immediately change results.
- Click Apply Filters to refine the jobs already listed.

- Click Clear Filters to return to broad defaults.
- Click Find Jobs again when changing the actual search query or wanting a fresh external search; a country change already starts a new loaded-inventory match automatically.
- The app should search broadly across enabled sources and local/country/state context, then publish only active, direct, relevant job postings.
- Company-posted jobs may appear alongside external jobs only when the employer workspace and job visibility rules permit public availability.
- If a job link opens to Job Not Found, No Longer Accepting Applications, Similar Jobs only, or another closed state, report it as data-quality feedback.

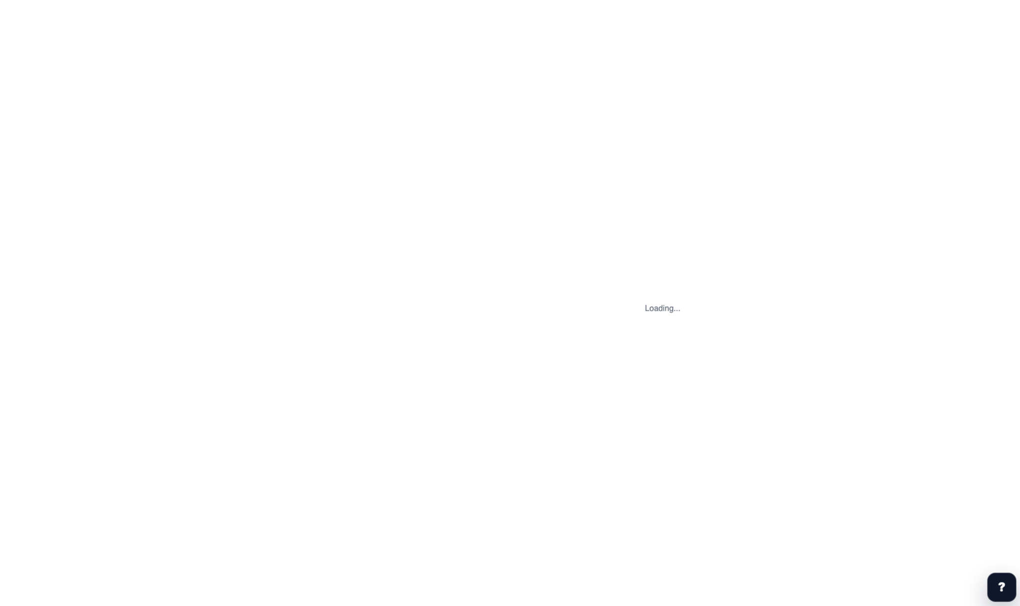
Job Actions

- View Job opens the external job posting when a real apply URL exists.
- Cover Letter creates a draft based on the job and profile context.
- Recruiter Email creates outreach text for a recruiter or hiring team.
- Interview Prep generates role-specific questions and suggested answers.
- Salary Script prepares a compensation conversation script.
- Mark Applied records application status after the user confirms they completed the application.

Application Tracking

- Stages include Viewed, Clicked Apply, Marked Applied, Interviewing, Offer, Rejected, and Follow-up due.
- Users can add notes, confirmation number, resume version used, applied date, and follow-up reminder.
- External applications are only treated as applied after the user confirms completion.

Applications screen: application tracking stages, proof notes, resume version, confirmation details, and follow-up reminders.



4. Job Seeker: Resume, Training, Peer Support, and Account

Resume and Profile

- Users can paste or upload resume text so the app can identify title, skills, seniority, keywords, and training gaps.
- Resume analysis improves match scoring, application materials, and interview prep.
- Users can remove stored resume/profile data where account controls are available.

Training Recommendations

- Training suggestions appear when the app identifies gaps that may improve the match score.
- Recommended sources should favor free-first or audit-friendly learning options when available.
- Training is guidance only; users should choose options that match their career plan and budget.
- If a suggested course or link does not match the user's goal, ignore it and report the issue so the recommendation logic can be improved.

Peer Support

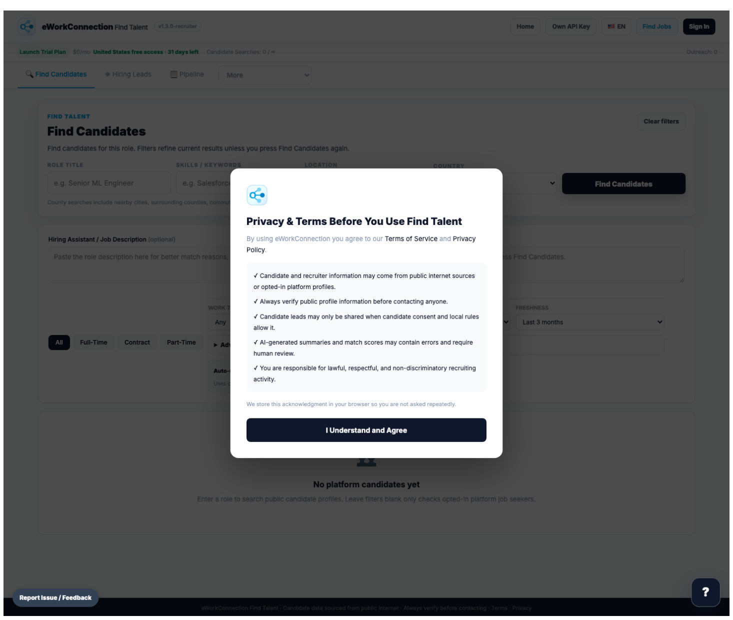
- Peer networking is opt-in and intended for job-search support such as accountability, mock interviews, referrals, and resume feedback.
- Users should only share what they are comfortable making visible to other job seekers.
- In-app chat is available after connection approval where enabled.

Account

- Account screens show profile status, plan/trial status, usage, and sign-out/account controls.
- Users should sign out from shared devices.

5. Recruiter: Find Talent Screen

Recruiter screen: Find Talent workflow for candidate search, match review, source context, outreach, and pipeline actions.



Purpose

Find Talent helps recruiters search for opted-in platform candidates and public professional profiles, then evaluate match context and manage outreach.

Step-by-Step Workflow

- Enter a role title or hiring need.
- Add skills or paste a job description to improve match context.
- Select country, location, role type, work type, experience, and freshness as needed.
- Use Advanced Sources only when intentionally narrowing where candidates are found.
- Click Find Candidates to run a fresh candidate search.
- After a candidate search completes, use Talent Search History to switch between current and prior candidate lists instead of mixing old and new results.
- Use sorting and source filters to refine loaded candidates without triggering another search.

Candidate Review

- Review candidate name/profile, skills, location, availability, match score, and source context.
- Treat public-source candidates as unverified until confirmed.
- Do not assume the candidate is actively available unless the profile or direct candidate consent confirms it.
- Public profiles should only be treated as actionable when there is a visible open-to-work, looking, available-for-hire, resume/CV, portfolio-for-opportunities, or equivalent signal.
- Use consent-aware sharing only. Do not share candidate leads unless candidate consent and local rules allow it.

6. Recruiter: Network, Pipeline, Outreach, and Account

Recruiter Network

- Recruiters can opt in with a public business profile where enabled.
- Recruiters can connect with other recruiters by industry, geography, hiring role, company type, and contract/permanent focus.
- In-app chat becomes available after connection approval.
- Recruiters may share public hiring signals, sourcing tips, vendor contacts, and job leads.

Job Posting and Company Workspace

- Use Post Job to create draft, active, paused, closed, or deleted job posts.
- Set employment type, work mode, location, compensation, requirements, benefits, apply URL, contact email, and visibility.
- Use AI-assisted drafting or import parsing only as a recommendation. Recruiters must confirm all facts before saving.
- Use Company Workspace when enabled to maintain the company profile, member list, company jobs, pipeline summary, and public job availability flag.
- Public job availability must be deliberately enabled and only verified active public jobs should appear to normal job seekers.

Pipeline and Outreach

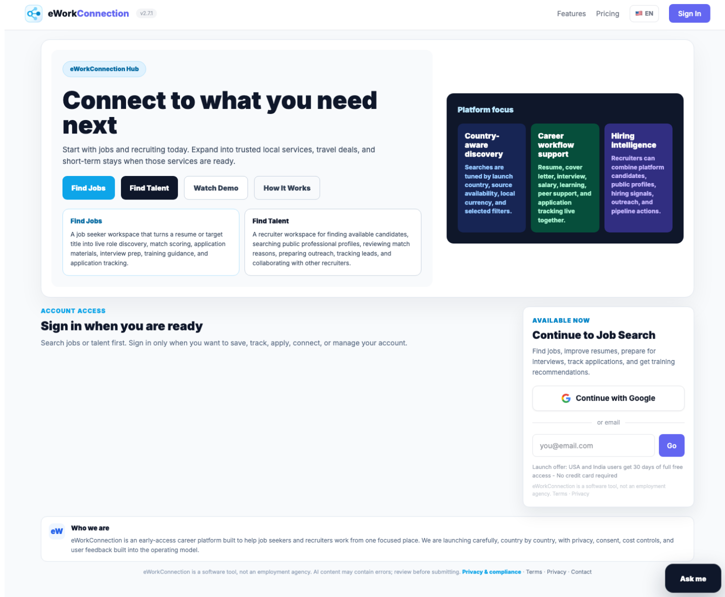
- Use pipeline views to track candidate progress and follow-up actions.
- Use outreach drafts as starting points; review before sending.
- Use job description optimization to improve clarity and reduce bias risk before posting roles.
- Recruiters remain responsible for validating candidate facts, avoiding discriminatory language, and following local recruiting rules.

Plan and Trial

- Country trial settings may unlock features during the launch period.
- If a plan prompt appears unexpectedly during trial, report it through Feedback or ask an admin to verify country trial settings.

7. Admin: Overview

Admin overview: operational dashboard for account counts, activity, API usage, support signals, budget status, and launch controls.



Purpose

Admin Overview is the operational dashboard for accounts, activity, search volume, API spend, and budget health.

Key Actions

- Click Total Accounts to open the Users page.
- Click Logged-In Accounts, Active 24h, or Visitors 24h to open User Activity.
- Review App Usage + API Spend to monitor search volume and AI cost.
- Use Refresh API to update budget status.
- Watch API alert status for Healthy, Watch closely, or Action needed messages.

Training Tips

- Use Overview first every day during launch.
- If API spend approaches the warning level, review search behavior and consider tighter controls.
- If maintenance mode is triggered by budget, processing should pause while the homepage remains available.

8. Admin: Users and Access

Purpose

Users and Access controls accounts, roles, plan status, country admin scope, and trial reset behavior.

Key Actions

- Search or scroll to find a user account.
- Review role: job seeker, recruiter, or both where enabled.
- Use Block/Unblock to disable normal user access when needed for abuse, policy, or security reasons.
- Use Job Seeker Consent to control recruiter visibility for users who need admin help changing consent.
- Use Employer Verification to approve, reject, suspend, or request more information from recruiters.
- Assign admin/country access only when appropriate.
- Reset trial day to restart the user's trial period where authorized.
- Use country alignment so admins manage only users in assigned countries.

Important Guardrails

- Super admin controls sensitive platform-wide settings.
- Normal admins should only manage assigned country/user controls.
- Never grant admin roles without confirming business need.

8a. Admin: Job Seeker vs. Recruiter Plan Controls

Purpose

Job-seeker plan and recruiter plan are now separate, independently-managed values on any account. This section explains what changed and how to operate it correctly.

What Changed and Why

- Previously, one shared `plan` field held both a job seeker's tier and a recruiter's tier. On accounts with both roles, renewing or canceling either subscription could silently overwrite the other role's tier.
- The account now has two fields: job-seeker plan (free/basic/pro/expert) and recruiter plan (recruiter_basic/recruiter_starter/recruiter_pro/recruiter_agency).
- The Users & Access screen shows a job-seeker plan dropdown for every account, and shows a second, separate recruiter-plan dropdown only for accounts that have recruiter access or both roles enabled.

Operating Guidance

- Always change the plan in the dropdown that matches the role you intend to change. Changing the job-seeker dropdown never affects that account's recruiter tier, and vice versa.
- Stripe-driven changes (checkout, renewal, cancellation) route automatically to the correct column based on the Stripe plan's internal key, so no manual admin action is required for normal subscription events.
- If an account was created before this change and its recruiter tier looks wrong, it likely still defaults to recruiter_basic until an admin sets it explicitly or the account completes a new recruiter checkout.

8b. Admin: Full-Access Bypass for Admin and Super-Admin Accounts

Purpose

Admin and super-admin accounts automatically receive full product access without needing a paid plan, so operators and QA testers are never blocked by trial countdowns or usage limits while verifying the platform.

What This Means in Practice

- On the Job Seeker side, an admin/super-admin account is always treated as the top (Expert-equivalent) tier: no trial banner, no search/resume usage cap.
- On the Recruiter side, an admin/super-admin account is always treated as Agency tier: every candidate source available, unlimited candidate searches.
- This bypass is enforced on the server as well as in the on-screen experience, so it cannot be defeated by calling the underlying API directly.

What This Does Not Mean

- The bypass does not override a feature's rollout-tier flag. If Career Bot, Company Workspace, or another staged feature is set to Off, an admin account still will not see it — raise the rollout dial first.
- The bypass does not automatically grant Companion or Adult Events access. Those remain separately gated (see next section).

8c. Admin: Companion and Adult Events (Regulated Sections)

Purpose

Companion Services and Adult Events are treated as regulated product areas with an extra layer of control beyond the normal feature-flag rollout dial.

How the Gate Works

- Each section has a global toggle (Companion Services Section, Adult Events Section) found under Product Configuration > Capabilities & Launches > Regulated Service Access. Turning the global toggle on only makes the section possible to see — it does not grant it to anyone automatically.
- A specific account only sees the Companion tab once an admin explicitly grants that account `companion_access` from Users & Access.
- Adult Events works the same way for plain admin accounts, but super-admin accounts are the one exception: a super-admin sees Adult Events automatically once the global toggle is on, without needing the explicit per-account grant.
- The global `adult_roles` flag is the master kill switch for Adult Events: if it is off, the section is hidden for absolutely everyone, including super admin, regardless of any per-account grant.

Current Production State (for reference during training)

- As of this update, the Companion Services global toggle is ON, but no account yet has the per-account `companion_access` grant, so the Companion tab correctly does not appear for anyone yet.
- The Adult Events global toggle is OFF, so the section is hidden platform-wide, including for super admin.
- The Company Workspace rollout dial is set to Off, so Company Workspace, internal job matching, and employee applications are hidden platform-wide as well.

8d. Admin: Career Bot ("Kaira") Rollout

Purpose

Career Bot is the animated assistant available at /career-bot-home and inside the regular workspace widget. Its visibility is controlled from Product Configuration > Career Bot & Homepage.

Key Controls

- The Career Bot / Robot rollout slider has four stages: Off, Super Admin, Admin, Normal Users. Move it one stage at a time and verify behavior before widening further.
- Include guests toggle independently exposes the bot to logged-out visitors on top of whatever rollout stage is selected for signed-in users; leave this off until the signed-in rollout itself is stable.
- Proactive Briefing (Support Chat) has its own separate rollout slider and is unrelated to whether Career Bot itself is visible.
- Use Open robot page from this screen to preview the current experience exactly as a user at the current rollout stage would see it.

What To Expect From the Bot

- Every reply is labeled Instant (a scripted, deterministic answer) or AI Reasoned (a live model call), so testers can confirm the fallback logic is working as designed rather than always calling the model.
- The bot remembers a user's last intent in a lightweight per-user memory; if that memory read/write fails for any reason, the chat should still work normally rather than breaking.

9. Admin: Countries, Trial, and Pricing

Purpose

Country controls determine where the app is available, how long free access lasts, and what local pricing applies.

Country Launch Workflow

- Select whether a country is active/visible.
- Set launch free start date and end date.
- Set free trial days and any extension days.
- Set pricing in local currency where supported.
- Generate country/global promotion coupons and select one active promotion at a time; default promotion behavior should be 0% unless explicitly enabled.
- Assign user-specific promotions only from the super-admin promotion controls and review expiry/notes before checkout testing.
- Confirm source coverage, privacy/tax review, and QA before broad launch.

10. Admin: Feature Flags and Sources

Purpose

Feature flags and source controls let admins enable product capabilities and country-appropriate job sources.

Best Practices

- Keep only launch-ready features visible to normal users.
- Keep Company Workspace off until the required Supabase tables, policies, verification workflow, and public job search behavior are tested.
- Group job sources by supported country and only enable sources that return useful results.
- Use feature flags as operational controls, not as substitutes for server-side security.
- If a source causes poor results, disable it temporarily and add a wishlist item for improvement.
- If a source repeatedly produces unsupported or suspicious results, log it as a quality issue rather than promoting those results to users.

11. Admin: API Budget and Maintenance

Purpose

API Budget controls limit financial exposure from AI/search usage and can pause processing when spend reaches the configured cap.

Key Fields

- Spend This Month shows estimated API usage cost for the scope.
- Monthly Cap sets the maximum spend threshold.
- Warning At defines the alert threshold before the cap.
- AI Maintenance controls whether processing is paused for that scope.
- Funded / Resume clears maintenance after API budget is replenished.

Operating Guidance

- Keep the global cap active during soft launch.
- Review spend daily when running marketing campaigns.
- Use country caps when different API keys or budgets are used by market.

12. Admin: Support, Feedback, and Event Log

Support Inbox

- Review user Ask Me escalations and support tickets.
- Mark tickets In Progress, Resolved, or Dismissed.
- Use admin notes for internal context.

Report Issue / Feedback

- Users can report a bug or suggestion using the floating Report Issue / Feedback button.
- On the Admin page the button appears away from the left menu to avoid overlap.
- Reports save context such as page, category, note, and diagnostic snapshot metadata where available.

Event Log

- Use Event Log for defects, QA records, support signals, and employee-agent triage.
- Mark resolved issues as resolved so the employee agent does not repeatedly report the same item.
- Do not treat ordinary zero-result searches as defects unless the behavior is unexpected or repeated.
- Track hallucination or data-quality reports separately from UI defects so search prompts, parsing, and validation can be improved.

13. AI Accuracy and Hallucination Controls

Purpose

eWorkConnection uses AI to summarize, normalize, and draft content. AI can make mistakes, especially when extracting jobs, candidates, salaries, dates, company names, or source links from public information. Training must make this clear so users understand that the app accelerates work but does not replace verification.

What Counts as a Hallucination or Data-Quality Issue

- A job, company, candidate, recruiter, salary, or source link appears to be invented or cannot be verified.
- A posting is summarized incorrectly, such as wrong location, pay, employer, role type, or freshness.
- A candidate profile is presented as available without evidence or consent.
- A cover letter, recruiter email, salary script, or interview answer includes facts the user did not provide.
- A training recommendation is unrelated to the user's role, skills, or match gap.

User Validation Steps

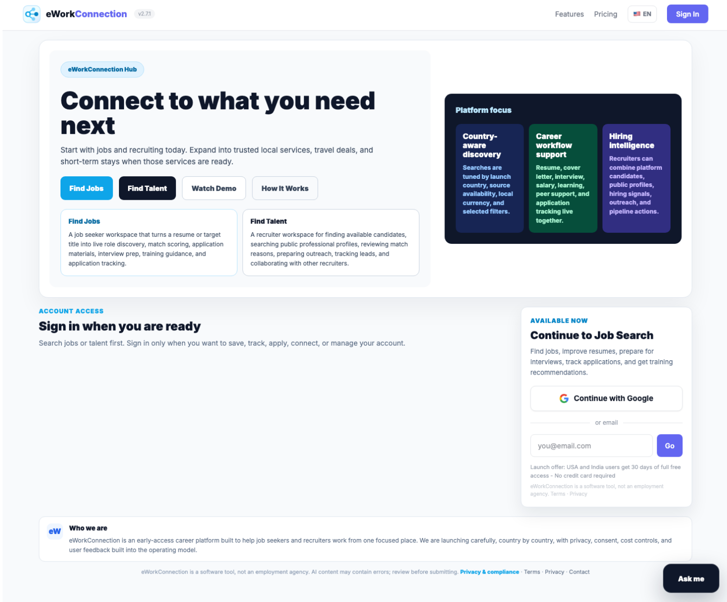
- Open the original job or profile link before applying, contacting, or saving as confirmed.
- Check the employer/candidate website when the result comes from a public search source.
- Review every AI-generated draft before sending it to an employer, recruiter, or candidate.
- Remove unsupported claims such as certifications, years of experience, salary expectations, or employer facts unless the user can verify them.
- Use Report Issue / Feedback when the app produces suspicious, unsupported, or clearly wrong information.

Admin / QA Validation Steps

- Sample search results daily during launch for the top roles and countries.
- Compare several app results against original source links and public search results.
- Record hallucination issues in Event Log with page, country, search query, source, and expected correction.
- Treat repeated hallucinations from the same source or prompt as P0/P1 depending on user impact.
- Do not market the app as guaranteeing complete, current, or verified job/candidate data.

14. Admin: Documents

Admin documents: downloadable PDFs and presentations for launch training, requirements, architecture, ROI, and market planning.



Purpose

The Documents tab gives admins downloadable launch materials directly inside the app.

Available Documents

- User Requirements Document: product, privacy, admin, QA, and non-functional requirements.
- Design & Architecture Document: architecture diagram, security controls, data flow, and operational design.
- Latest Website Documentation: public feature guide for Job Seeker, Talent Hire, Company Workspace, Admin, staging, and required schema.
- ROI & Business Case: revenue/cost assumptions, SWOT, positioning, and launch decision gates.
- Marketing Expansion Strategy: USA, India, Colombia launch plan and global expansion approach.
- Screen-by-Screen Training Manual: this operating guide for distribution.

15. Employee Agent, QA Agent, and Developer Flow

Employee Agent

- Reviews event logs on a schedule, summarizes issues, sends email, and can trigger QA regression.
- It should separate bugs from suggestions and request approval before taking suggestions forward.
- Employee Agent emails are controlled by Admin > Feature Flags > Issue reporting email. GitHub workflow-failure notifications are controlled separately by GitHub.

QA Agent

- Runs public, authenticated, admin, and search smoke checks where configured.
- Stores screenshots/artifacts in GitHub Actions and reports failures through event-log style outputs.

- QA runs in report mode by default. Set EWC_QA_STRICT=true only when critical QA defects should fail the workflow.

Daily High Priority Issue Summary

- Runs once daily from GitHub Actions and sends only P0/P1 event-log and support-ticket items.
- Sorts P0 before P1 and newest items first, so urgent login, payment, admin, security, privacy, production, search, or support issues are visible quickly.
- Skips email cleanly if RESEND_API_KEY or optional recipients are not configured, preventing a new failing-agent alert.

Developer Flow

- Developer workflow should fix approved issues, run build/tests, and submit changes for admin/super-admin approval before production.
- Security/privacy controls should remain admin/super-admin governed, not developer-controlled from the product UI.

16. Troubleshooting Quick Reference

Issue	First Check	Next Action
Search returns no results	Verify query, country, location, sources, and API budget status.	Clear filters, broaden freshness to 3 months, then run Find Jobs/Find Candidates again.
Result looks invented or wrong	Open the original source and compare title, employer, location, salary, and posting date.	Report as hallucination/data-quality issue with query, source, and country.
Filter changes seem not to work	Confirm user clicked Apply Filters.	Explain that left filters are staged to avoid accidental refiltering or paid searches.
Login routes to wrong role	Check profile role, active role, and recruiter/job seeker access.	Use onboarding/role controls or admin user settings to correct.
Admin cannot see users	Confirm admin email, service role key, and Supabase table access.	Check Vercel env vars and Supabase schema.
QA or Employee Agent messages appear	Check GitHub Actions for workflow failures and Admin Feature Flags for issue-report emails.	Keep QA in report mode unless strict failure is intentional; resolve or dismiss event-log items after review.
High-priority issue email missing	Check issue_report_email_enabled, RESEND_API_KEY, Supabase service role, and recipients.	Run npm run issues:daily-summary manually from Actions to validate.
API spend is high	Review Admin Overview and API Budget.	Lower search frequency, check repeated calls, and keep filter changes client-side.
User reports issue	Open Support/Event Log.	Mark status, add note, and decide whether it is a defect, training issue, or wishlist item.
Upload resume / scan resume link goes blank	Confirm the destination URL uses \`?tab=resume-builder\`, not \`?tab=resume\` (a real bug found and fixed in production).	Check any new homepage or Career Bot button/copy that links to the resume tab and use the correct tab key.
Recruiter's tier looks wrong after a job-seeker plan change	Confirm the account's \`recruiter_plan\` column, not the job-seeker \`plan\` column, was changed.	Use the correct plan dropdown in Users & Access; the two tiers are stored and updated independently.
Admin/super-admin account still sees a trial banner or usage limit	Confirm the account email is on the admin list or \`is_admin\`/\`is_super_admin\` is set on the profile.	The bypass depends on that identity check; a mis-set flag will fall through to normal plan logic.

Issue	First Check	Next Action
Companion or Adult Events tab missing for an account that should have it	Check both layers: the global section toggle and the account's explicit `companion_access`/`adult_events_access` grant.	Global ON alone is not enough; the specific account also needs the explicit grant (except super admin for Adult Events).
Company Workspace tab missing entirely	Check the Company Workspace rollout slider under Company Workspaces.	If it is Off, the tab is hidden for everyone including super admin; raise the rollout stage to test.

17. Launch Training Checklist

- Demonstrate Classic Home → Find Jobs → Search → Apply Filters → Open Job → Mark Applied.
- Demonstrate Classic Home → Find Talent → Search Candidates → Review Candidate → Outreach/Pipeline.
- Demonstrate Career Command Center → Start Job Search / Open Talent Desk as the optional focused workspace route.
- Demonstrate Admin Overview → Users → Countries → API Budget → Documents.
- Demonstrate Report Issue / Feedback and Ask Me placement.
- Explain privacy acknowledgment and why public-source results must be verified.
- Explain hallucination risk and require users to verify source links before applying or contacting.
- Explain the difference between a new search and client-side filtering.
- Confirm users know how to sign out and where to request support.