



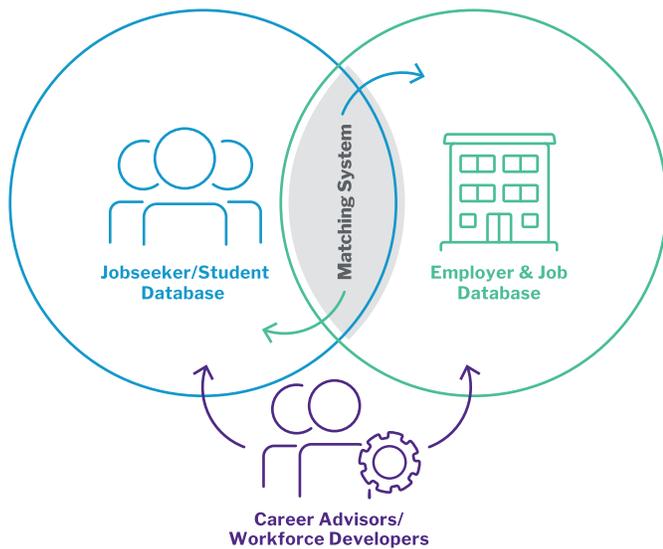
jobtimize™

# Unparalleled Support for Career and Workforce Development

**A powerful tool serving  
individuals, employers & career  
advisors - all connected within  
one integrated platform.**

# The All-In-One Platform:

**jobtimize™**



- Matching people with the **right careers**.
- Matching employers with the **right people**.
- Matching career advisors/educators with the **right resources**.

## For Jobseekers & Students:

- Build a profile that is attractive to employers.
- Discover which occupations **fit best** with your personality, skills, interests, and previous work experience.
- Get detailed insight and reports that guide and reassure you that you're on the right path.
- If you're an active jobseeker, use your profile to search and apply for jobs within the Jobtimize™ database or through our integrated job board partners, such as Indeed.
- And, **it's free to use!**

## For Employers:

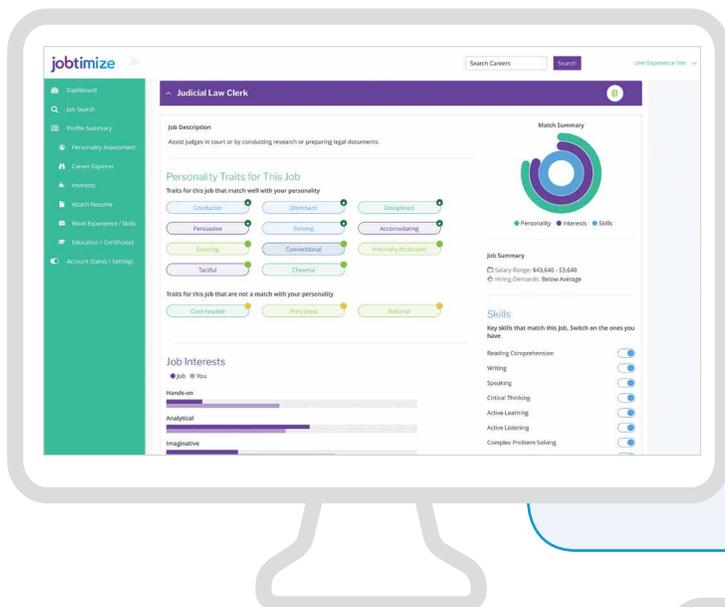
- Sort resumes, streamline your hiring process, and **find the right people**.
- Applicants from Jobtimize™ jobseeker database will appear in your dashboard with a **FitScore™** beside their name to show how well they match the job.
- Detailed pre-screening reports and interview guides are generated for each candidate – offering guidance that focuses on a candidate's 'fit' for the job.
- Benefit from long-term results – reduced training costs, less turnover and more confidence that you've hired and trained people who are right for the role.

## For Career Advisors/Workforce Developers:

- Provide **better guidance and more accurate career matching** for the individuals within the communities you support.
- Use the career planning reports and an access portal to track and organize those receiving your guidance and funding support.
- Gain direct connections/tracking with employers who are offering **opportunities that fit** the candidates receiving your guidance.
- Use Jobtimize™ to introduce employers to large pools of candidates who are already pre-screened and matched to their job(s).

*Because there's more to someone than just their resume!*

# Using Jobtimize™:

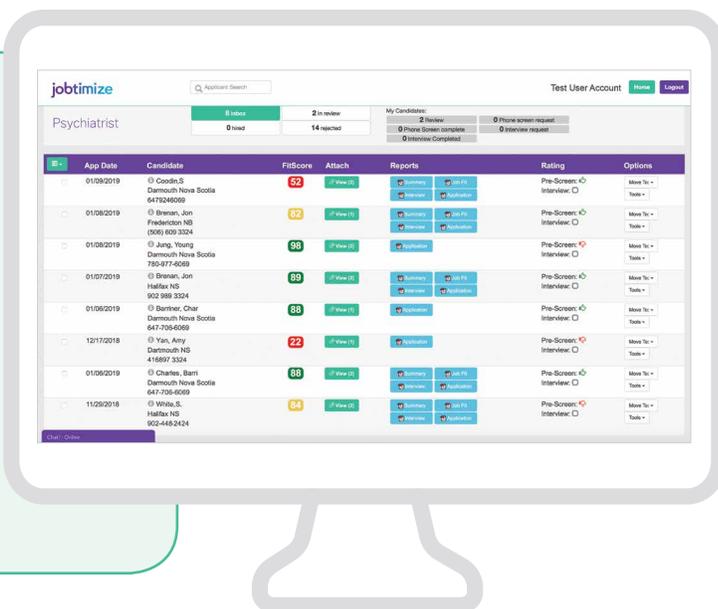


## Jobseekers & Students:

- Upload your resume or use our resume builder.
- Take the Fit Assessment and Interests Inventories to learn about your core traits and careers that match.
- See how your Skills and Education factor into jobs that fit you.
- Use the Career Explorer to get a full overview of your Top Job Matches and save your preferences.
- Download your 'Career Report'.
- Target your training for the jobs you match
- Search live/local job boards (such as Indeed)

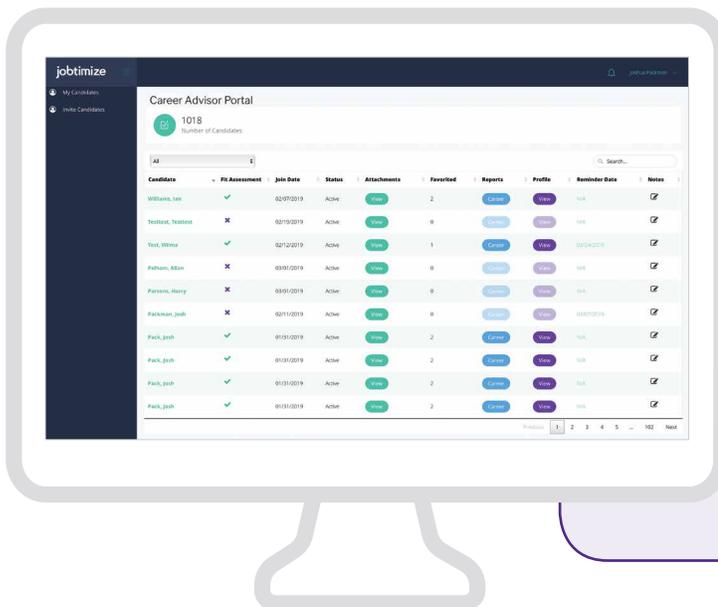
## Employers:

- Register and build a company profile using our fully-functional Applicant Tracking System (ATS).
- Post an unlimited number of jobs, both open positions and passive.
- Receive an 'Ideal Candidate Report' for every position you post.
- Import and filter candidates from Jobtimize™ and/or post openings on leading job boards.
- All candidates are screened and filtered for fit, knowledge, skills and interests to match the job.
- Access reports including 'Job Fit Report' and Interview Guides.



## Career Advisors/Educators:

- Easy to use Dashboard
- Add, track and delete people in your database.
- View statistical graphs and support outcomes.
- Create notes and reminders for you, your team or those receiving your support.
- Jump into your clients' Jobtimize™ profile portal at the click of a button.
- Download and print a client's career report.
- Link to employers.



# Why Does Career ‘Fit’ Matter?

Jobtimize™ was built from a need to bring more insight and efficiency to hiring practices through showing that **there’s more to people than just their resumes.**

Jobtimize™ goes beyond the resume by measuring a person’s core traits, attitudes and standards, all of which contribute highly to their **‘fit’ for a job** and the overall success rate for both the jobseeker and the employer.<sup>1</sup>

As an individual builds their Jobtimize™ profile, they are encouraged to start by completing the Fit Assessment. This **Assessment uses advanced behavioral science and predictive AI** to measure for traits and attitudes while generating a **FitScore™** – an important component in capturing how well a person will succeed in a job outside of what they already know (education/training) or what they’ve already done (previous experience).

## What Are Predictors of Fit?

Jobtimize™ combines the Profile Assessment with a person’s interests and skills to measure many factors that can determine their fit for a role, such as:

- How is this candidate likely to fit with the **job’s tasks, the manager, the team and the company’s culture?**

- How does this person typically **behave?**
- How will this person **approach their work?**
- How will this person **deal with change?**

## Success in the Role<sup>1</sup>

	WHAT they KNOW	Predictive Values of Success	
Résumé	Education	<b>.11</b>	Skills, Knowledge and Experience are important (and they can be taught)
	Training	<b>.13</b>	
	Previous Experience	<b>.18</b>	
	Interests	<b>.10</b>	
	Interview	<b>.14</b>	
Jobtimize™	References	<b>.26</b>	But if the Fit’s not right... nothing will make up for that.
	Behavioral Traits and Attitudes	<b>.38</b>	
	Critical Thinking and Reasoning	<b>.53</b>	

<sup>1</sup>Source: Professor Mike Smith, University of Manchester; John E. Hunter & Rhonda Hunter, "Validity and Utility of Alternative Predictors of Job Performance", Psychological Bulletin, Vol. 96, No. 1, p. 90; Robert P. Tett, Douglas N. Jackson and Mitchell Rothstein, "Personality Measures as Predictors of Job Performance: A Meta-Analytical Review", Personnel Psychology, p. 703, Michigan state University’s School of Business.

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