



# The *right* people in the *right* jobs

How can Jobtimize™ help employers get it more right, more often?

## Work Mis-Placement

Managers and jobseekers are both increasingly dissatisfied with today's hiring practices, lacking confidence that it yields reliable outcomes. For example, after three months of employment, statistics show that only 1 in 5 hires are rated as a 'great decision' by the employee and the hiring manager<sup>1</sup> – an astounding 80% failure rate! But, while it's easy to say a 'hot economy' is to blame for high turnover rates, the real problems are much more inconvenient than that.

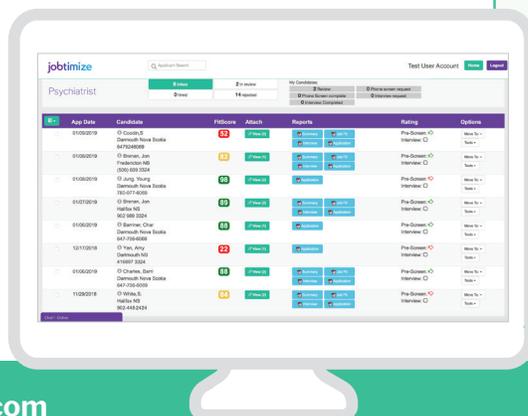
The root of the problem can be traced back to our reliance on the resume. Filtering applicants simply on the basis of education, skills and experience may have made sense in the Industrial Age, but today we know that 89% of the time when a new hire fails, it has nothing to do with what's in the resume; the failure is directly attributable to compatibility problems with some aspect of the job – the person was a poor fit for the role, a mismatch with the manager and/or didn't jive with the company culture.<sup>2</sup> Thus, they were given the job based on some keywords in their resume and a convincing enough interview, yet terminated because they weren't the right person for the job.

## There is a Better Way

The Jobtimize™ platform brings depth and breadth to the task of more accurately matching people with opportunity, shedding new light on what makes jobseekers and employers more compatible and more likely to succeed.

For employers, Jobtimize™ provides an opportunity to find candidates that have all the right attributes (natural traits, attitudes and standards, plus the requisite skills & knowledge) needed to fit the role - improving post-hire training outcomes, reducing turnover, and boosting long-term bottom line.

For the jobseeker, there is no other career platform like Jobtimize™ that allows an individual to understand their own 'fit' into today's workforce – matching them with the right opportunities, connecting them directly with the right employers, and bringing greater job satisfaction into their lives. A lifetime tool for career growth and advancement.



## Opening Doors

Jobtimize™ addresses many gaps in the employment process that other tools have not yet done. To name a few, the platform aims to:

- Make the hiring processes faster and more efficient by allowing employers to easily access pools of pre-screened 'matchable' candidates who are actively seeking employment.
- Improve training & engagement outcomes – providing a clearer overview of the total package of natural strengths, portfolio of skills, and variety of interests that a candidate will bring to the job.
- Create better connectivity between individuals and employers within a community – recognizing hidden talent and skills, and building more opportunities for those who might otherwise be overlooked.

## Integration for Employers

Serving a vast range of companies large and small, Jobtimize™ uses cutting-edge AI on a secure cloud-based system that seamlessly complements your existing programs and/or ATS.

- Applicants from Jobtimize's 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 how well a candidate may match the role.
- There is unparalleled integration with workforce development professionals and career advisors as they can directly connect, support and track candidates for you, flagging those who fit your job postings.

## Using Jobtimize™ as an Employer

- Easily register and build a company profile using our fully-functional 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 'JobFit Report' and Interview Guides.