



# Bridging ‘Hidden Talent’ into the Workforce

Jobtimize® levels the playing field for communities that have historically faced barriers.

## The Need Has Never Been More Pressing

There has never been more talent left on the sidelines, either unemployed or underemployed – a costly paradox given that unemployment levels are at record lows and hundreds of thousands of jobs are going unfilled. Yet, in spite of decades of investment in the supported employment sector, these communities (diff-abled, those with ASD, at-risk women & youth, Indigenous people, Veterans, returning citizens and more) who are ready and willing for a fresh start in life, remain shockingly underrepresented in the workforce and continue to face stubborn barriers to employment.

## Two Solitudes

There are programs and agencies in every community, geared to preparing people for the workplace (resume building, interview prep, training on workplace norms and expectations, etc) but they often face great difficulty connecting with local employers, securing job orders and placing their clients in real jobs with living wages, where they are working to their full potential.

At the same time, most employers understand the ROI of inclusion and want to diversify their workforce; but two things hold them back: one, they don’t know how to access those pools of talent; and two, there is often a perception of risk that holds them back. Risk, perhaps, in not feeling prepared for the ‘different’ needs these candidates would bring, or concern about the complications that come with onboarding, training, managing and accommodating those differences.

## Bridging the Gap

Jobtimize® is a unique solution that connects jobseekers, agencies and employers in a single, integrated marketplace. At the center is a matching engine powered by proprietary behavioral science, which matches people with opportunities based on overall job ‘fit’ first, because fit is the most statistically valid predictor of job success for both the individual and the employer.

Job developers, agencies, career advisors and other intermediaries have access to powerful tools that bring their coaching to new levels with objective data about their clients, and the types of occupations for which they are (and are not) most compatible. Most importantly, Jobtimize® is linked directly to Indeed and other leading job sites, providing an abundance of potential opportunities to their clients.

## Everyone Wins

For all stakeholder groups, the huge advantage is that the platform is blind to the ‘differences’ that have historically presented barriers – it presents possible matches on the basis of who the person is behind the difference, then allows the employer to filter as necessary for educational or credential requirements. It’s truly diversity-neutral, presenting the most compatible candidates on an equal footing.

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

