



# 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. After three months of employment, statistics show that only 1 in 5 hires are rated as a 'great decision' by both 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 deeply rooted than that.

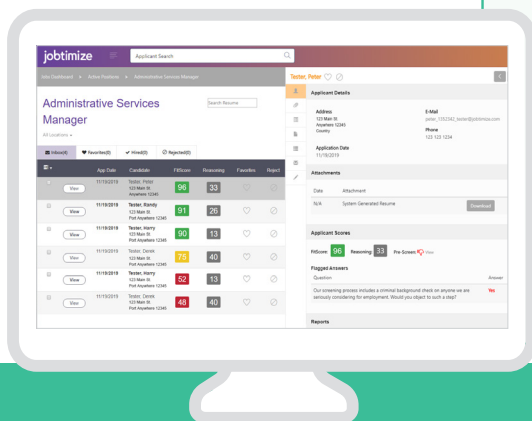
The ultimate source of the problem can be traced back to our reliance on the resume. Filtering applicants simply on the basis of education, skills and experience may have made sense in the Industrial Age, but today we know that 89% of the time when a new hire fails, it has nothing to do with what's in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

## 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 together.

For employers, Jobtimize® provides an opportunity to find candidates who have the required skills and experience, PLUS the right behavioral attributes (natural traits, attitudes and standards) needed to truly fit the role and the company – 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.



## 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 the interview on how well a candidate may match the role and fit within the work environment that awaits them.
- 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

- Use our Applicant Tracking System (ATS), or integrate with your own system.
- Import and filter pre-matched candidates directly from the Jobtimize database, or post an unlimited number of jobs on top job sites (such as Indeed) directly from your Jobtimize dashboard.
- All applicants arrive on your dashboard pre-screened for behavior, knowledge, skills and interests that specifically match the job.
- Access reports, including a Job Fit Report & Interview Guide specific to each candidate, as well as an Ideal Candidate Report with breakdowns of exactly what to look for.