

Why Does ‘Job Fit’ Matter?

It’s simple. If you’re an employer, the whole reason you add new tools to your screening process is to more clearly, efficiently, and economically differentiate between those who will be great in the job, versus those who won’t.

Jobtimize® was built to uncover a person’s full career potential, going beyond what’s on their resume to better define and differentiate what they can bring to a job (and what the job can bring to them!).

The platform is backed by extensive human analytic research and behavioral science to measure each user’s core behavioral traits, qualities and standards to help pinpoint their optimal ‘job fit’.

Yes, education, skills and experience are still important (and our system ultimately captures all of that too), but Jobtimize’s patented technology is the only tool that takes a unique, cutting-edge approach to looking for on-the-job potential through behavior and interest analysis – evaluating *first* who someone is (‘job fit’), then secondly what they’ve done (resume).

Studies show that measuring for ‘job fit’ is a very strong predictor of success for both the employer and employee.

For example, how someone approaches their work, their ability to gel with the team, or how they’ll cope with the job’s daily tasks are key ‘job fit’ considerations, all of which are hardwired behavioral attributes that will not change once someone is working in the role.

For accurate results, Jobtimize combines the Job Fit Assessment and interest questionnaire results with a user’s skills and experience to weigh up all factors that help determine their overall compatibility and ‘fit’ with an occupation – guiding jobseekers/students, employers and advisors to better employment and career decisions.

And, by putting greater emphasis on ‘job fit’, the pool of potential candidates naturally widens for employers, while more doors also open for employees as this diversity-neutral approach takes no notice of age, gender, disability, race or other common reasons jobseekers may have been overlooked in a traditionally resume-based hiring process. There’s a world of hidden talent out there and Jobtimize will help you find it!

Predictors of Success in a Role¹

	WHAT they KNOW	Predictive of Success	
Résumé	Education	.11	Skills, Knowledge and Experience are important (and they can be taught)
	Training	.13	
	Previous Experience	.18	
	Interests	.10	
Jobtimize™	Interview	.14	But if the Fit's not right... nothing will make up for that.
	References	.26	
	Apprenticeships	.44	
	Behavioral Traits and Attitudes	.38	
	Critical Thinking and Reasoning	.53	

¹Source: 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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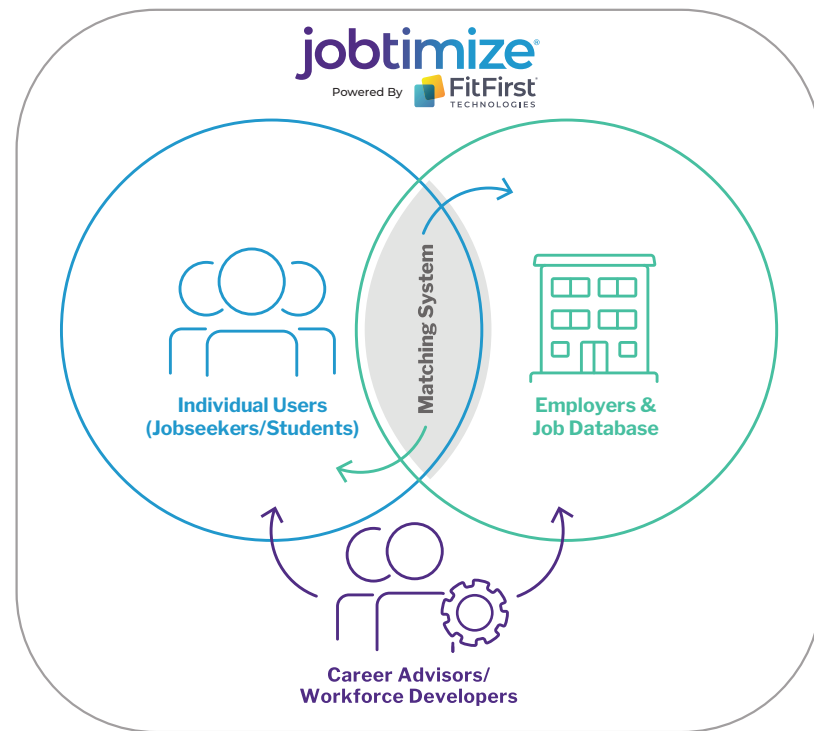
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Unparalleled Support for Employment and Career Development

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

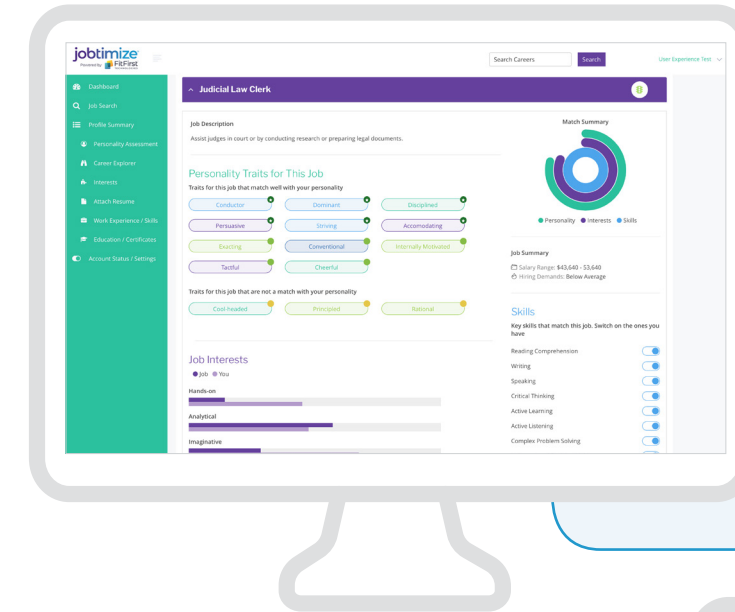
The All-In-One Platform



With Far-Reaching Benefits

- Education, Skill Development & Career Tech**
 - Workplace Learning
 - Apprenticeship
 - Trial periods
 - Real-world training
- All levels of Government**
 - Workforce Development
 - Economic Development
 - Data & Analysis, Reporting
 - Funding Models
 - Public Policy

Using Jobtimize®



Jobseekers & Students:

- Upload your resume or use our resume builder.
- Take the Job Fit Assessment and Interests Inventory to learn about your core behavioral traits and possible career matches.
- 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 Planning Report'.
- Target your training for the jobs you match.
- Search live/local job sites (such as Indeed).

For Jobseekers & Students:

- Build a profile that is attractive to employers.
- Discover which occupations **fit best** with your personality, behavior, skills, interests, and previous work experience.
- Get detailed insight and reports to reassure you that you're on the right track or guide you towards one that suits you better.
- 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:

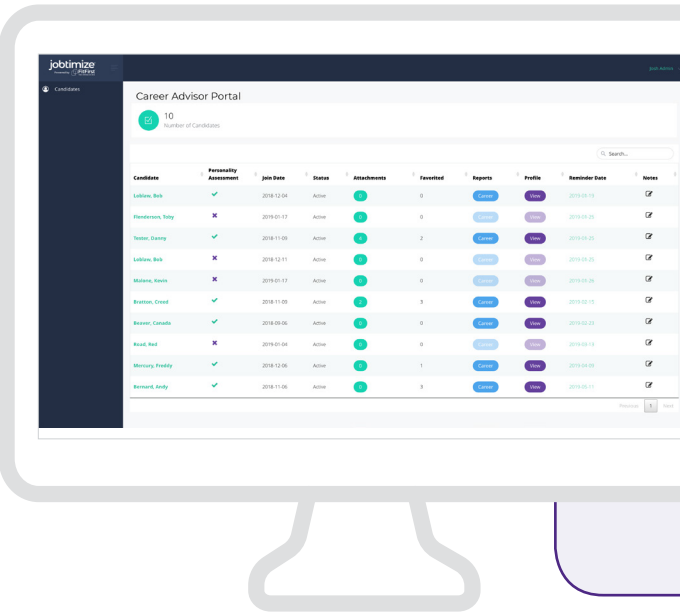
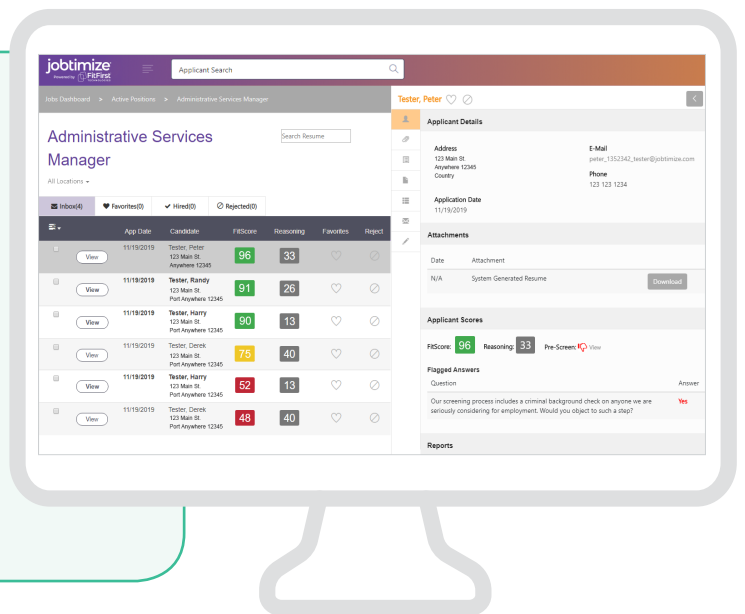
- Sort resumes, streamline your hiring process, and **find the right people**.
- Applicants from Jobtimize® jobseeker database will appear in your dashboard with a **FitScore®** beside their name to show how well they match the job.
- Detailed pre-screening reports and interview guides are generated for each candidate – offering guidance that focuses on a candidate's 'fit' for the job.
- Benefit from long-term results – reduce training costs, reduce turnover and gain confidence that you've hired and trained people who are really 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 or financial support.
- Gain direct connections & tracking with employers who are offering **opportunities that fit** the candidates receiving your guidance.
- Use Jobtimize to introduce employers to pools of candidates who are already pre-screened and matched to their job(s), while also opening new doors to an even wider pool of candidates whose unrecognized potential now shines in Jobtimize.

Employers:

- Build a company profile using our Applicant Tracking System (ATS), or integrate with your own system.
- Accept pre-matched candidates directly from the Jobtimize database, or let Jobtimize post an unlimited number of jobs on top job sites (such as Indeed).
- All applicants arrive in 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.



Career Advisors, Educators & Workforce Development

- Stay organized with the Jobtimize 'Advisor Portal' CRM.
- Add, track and move people in your database.
- Record your communication trail and create notes or reminders for you, your team or those receiving your support.
- Jump into your clients' Jobtimize profile at the click of a button.
- Download and print each client's Career Planning Report.
- Link to employers who have jobs that match your clients.
- View statistical graphs, support tracking, and outcomes for long-term planning.