

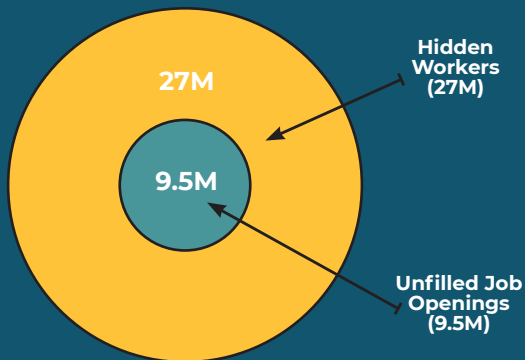


GIVING VISIBILITY TO THE **Hidden Workforce**

Employers are increasingly desperate for workers. As they continue to struggle to find people, their competitiveness and growth prospects are put at risk.

At the same time, an enormous and growing group of people remain unemployed or underemployed. This army of hidden talent include caregivers, veterans, immigrants and refugees, those with physical disabilities, and relocating partners and spouses. They also include people with mental health or developmental/neurodiversity challenges, those from less-advantaged populations, people who were previously incarcerated, and those without traditional qualifications – all of whom are well and truly invisible in traditional Applicant Tracking Systems that are geared to find keywords in a stack of resumes.

In the U.S., there are, by Accenture's estimates, more than 27 million hidden workers. The Fit First approach gives these people both **visibility** and **credibility**, to bridge the gap between hidden workers and unfilled job openings.



Citation: Hidden Workers: Untapped Workers, Accenture and Harvard Business Review (February, 2020). Unfilled Job Openings: Understanding America's Labor Shortage, US Chamber of Commerce (February, 2024).

WE'RE CHANGING THE GAME, SO YOU CAN **CHANGE THE WORLD**

Patented Job Matching Technology

We know from experience that successful hiring practices, barrier-free career discovery and the development of thriving talent pipelines for industries and communities, all start with one critical element: a highly person-centric view of the individual and their full potential, far beyond what might be inferred from their resume.

Our patented technology uses a single integrated behavioral matching platform to connect individuals with employers and the opportunities to which they are best-suited. Everyone wins: the individual plays to their natural strengths and thrives; because they onboard faster, they are more productive, they stay longer and they perform better – the employer and the community thrive also.

We are proud to be making a profound difference across multiple industries and geographic regions, for the benefit of the entire ecosystem. Our Clients and Partners demonstrate daily how starting with Fit can transform lives, careers, organizations and local economies. By more effectively matching Talent with Opportunity, we are doing our part to create a better, more sustainable world for all.

Let's build a workforce to be reckoned with.

1-800-513-7277
www.fitfirsttech.com



Florida Center for Students with
UNIQUE ABILITIES

SEEING THROUGH THE LABEL TO **RECOGNIZE THE POTENTIAL**

Housed at the University of Central Florida, FCSUA provides support to students, families, and 30 institutions of higher education across the State so that neurodiverse students have opportunities for on-campus college experiences that lead to productive employment.



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LOOKING BEYOND LABELS

Revealing Untapped Potential in Every Individual

FCSUA is piloting the use of Jobtimize® with their students, both as a tool to build the confidence and self-awareness of their students, and as a career exploration tool.

Objectives:

- ✓ Invite participation from a cross-section of institutions supported by FCSUA – one Technical College, one State College, and one University.
- ✓ Instructors at each institution have been trained to direct students into Jobtimize® and conduct a debrief with each.

Approach:

- ✓ Strength and career assessment.
- ✓ Resume development.
- ✓ Class assignments and group instruction.

Outcome:

- ✓ The primary metric we want to track is employment. We will know that it is a success based on data that we receive from the pilot programs. We hope to see increases in employment, as well as program completion. We feel that Jobtimize could increase program completion by providing students with courses that are custom fitted to their individual strengths and interests.

“Aptitude is evenly distributed in the population; Opportunity is not.”

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*See graphic of “HIDDEN WORKFORCE” on back.