Our Brands

WESTSIDE ✦ BISTRO

CA CULINARY ARTS CATERING & EVENTS

500 GRAND CAFE

W WISE³

The Culinary Academy of Las Vegas
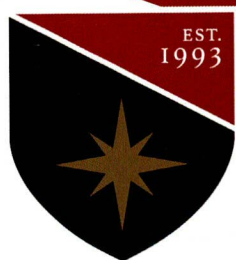
PRESENTS THE

Class of 2020/2021

ON

THURSDAY, JULY 15, 2021

AT

TWO O'CLOCK IN THE AFTERNOON

I didn't think we'd get here!!

Saves - Our Students
- Our Staff
- Our Support

CULINARY ACADEMY LAS VEGAS

EST. 1993

The Culinary Academy of Las Vegas (CALV) is the country's leading nonprofit hospitality training institute offering 15 different programs in hospitality work, digital and employability skills training, and language instruction.

Our mission is to train people for successful, family-sustaining careers in the Las Vegas hospitality industry. We work to reduce poverty and eliminate unemployment by providing vocational and job-readiness training to youth, adults, and displaced workers.

CALV is partnered with the Culinary Union Local 226, the Bartenders Union Local 165, and 35 premier Las Vegas Strip properties. CALV is licensed by the Nevada Commission on Postsecondary Education and has trained more than 55,000 students since inception in 1993.

Graduates

WINE SERVER: Anastasiya O. Lopez, Edgar Moises Jimenez, Frankie Sue Newman , Janet Patino, Joanna Leigh Carson, Jose Israel Gonzalez, Joshua Edward Trumbull, Lidia Dolinta, Monica Danielle Woodward, Rochelle Cabatuan Dietz, Rossana Barrales, Roxana Pilar Mungia , Sofia Jimenez Ruiz, Valencia Jane Jones

STEWARD: Antonia Avila Sanchez, D'Loreal Al'Joyce Bonty-Mosley, Dolores Caritina Quezada, Elizabeth Retana Hernandez, Ernesto Magana Lemus, Fikadu Abegaz Adam, Freweyni Mengesha Gebremichael, Gaylor Cage, Hasani Jahi Washington, Javan G Solomon, Jeffrey Alan Shultz, Josefina Guadalupe Aguirre Ortiz, Juan-Carlos, Jose Colin, Kari Llynnnann Lott, Keith Andre Johnson, Maria De Lourdes Rodriguez Guardado, Marlovy Sulay Peralta Villagrana, Melba S Sanchez, Michael N Kolloff, Robert Lee Kirkling, Sandra D Hall, Teodolindo Vargas Acevedo, Veronica Angelica Ruiz Santiago, Violet Hope Claiborne, William Phan, Xavier Cordell Hampton

BAKER'S HELPER: Alva Angelica Valenzuela Macmunn, Carolina Liseth Gonzalez Diaz, Jemnis Diaz Morales, Liya Tewolde Ghebre, Olga Juana Rojas, Shitaye Worksho Gebremeskl, Twaiila Jean Dwyer, Veronica Hernandez-Silva, Acreasha Ceonna Jackson, Adriana Guadalupe Villagomez Vazqquez, Angeles M Medina, Benjamin Cleto Villalta, Blanca Alvarez, Jeffery J Wise, Kayla Marie Guaderrama, Lindsey Flores, Marisol Villagomez Vazquez, Nancy Estrada, Pubudu Chirani S Hewa Malwattage, Reyna Garcia, Rosemarie J Mecca, Yolanda Bailon Garcia

PROFESSIONAL COOK: Abdelouahab El Ouanas, Brikiti Tekle Semereab, Claudia Sanchez-Perez, Dolores J Rodriguez, Elizabeth Aguilar, Ernesto Lopez, Evelyn Petersen, Fernando Arteaga, Henry Blanco Herrera, Joshua Otoniel, Martinez-Ortega, Judith Olivieri, Kahlyb Aaron Purdie-Williams, Kimberly Yoon, Kyle Dominic Rivers Brewer, Kyle Roner Skotzke, Lester Quinn Patton Jr., Mauricio A Grijalva, Pilar Mancera, Ramiro Abraham Colin Rodriguez, Robert G Salenga, Rocio del Pilar Carrasco-Nunez, Rukia Abdalla Mohamed, Sheila Darleen Lindel Ferguson, Sonia Biviana Ramirez-Geronimo, Tawana Rachell Hall, Yadira Ivonne Malabar Flores, Yu fang Li

Graduates

BUS PERSON: Carlos Adrian Argueta, Coral Escalante, Cristhian V Calero Gutierrez, Daritza Castellanos Viamontes, Elianet Nunez Reyna, Feyory Kahase Abraha, Gabino Miranda Jr, Idania Guillot, Irene Madai Alvarez-Valladares, Jonathan Christopher Lee, Joseph Louis Marhenke, Karen Jasmine Guzman, Kenia Lopez Rodriguez, Lea Marcelo Ramales, Lisandra Rodriguez Leon, Luis Adrian Renova Ibarra, Margarita Pacheco, Maria Elena Valle-Zamorano, Nictoria Sarah Pleasant-Rede, Paula Bertha Padilla Villegas, Solomon Woldemariam Bekele, Yudelkis Rosa Herbello Lopez

FOOD SERVER: Alejandrina Lujan Arias, Alexis Caballero, Ana Karola L Doremus , Ashenafi Haile, Bertha L Balsalobre-Suarez, Catalina Ordonez, Emiliano Bernasconi, Gilbert Carrillo Macias, Isaias Eduardo, Leonel H Soto, Liliana Ochoa Alvarez, Luis Adrian Renova Ibarra, Ma Genarie Figueras Quinonez, Mettia Rastegari, Milagrosa J Ringor, Moises Amadeus Salgado Baez, Noemy Lopez Diarte, Sinetayhu Sulito Hamebamo, Vivana Torres Tovar

FOUNTAIN WORKER: Alexandra Rodriguez, Alicia Alfonso Grandal, Carolina Laverde , Lediesquer Matos-Matos, Odeth Angelica Medina, Richelda Jalimao Serrano, Saray Ramos, Silva Del Carmen Bran, Tamica Patrice McKinney, Tatiana Roberta Umana, Virginia Elizabeth Gomez

BAR PORTER: Adrian Padilla Ramirez, Angel Reynier Fortes Martinez, Architte Mina, Carolina Anavell Snow, Christine Frosch, Dejene Tefera Gizaw, Gustavo R Farge, Jaime Hernandez-Angeles, Jasmin Mitchell, Jorge Alberto Ayala Ramos, Karina E. Torres, Karla Marissela Diaz Angel, Maria Santovenia, Mary Ann Cecille Alfonso Buenaventura, Pablo Amador-Ochoa, Raquel Roque, Raul Vicente, Sergio Riffa Garcia, Robin Alejandro Guevara, Yaimara Padilla Betancourt

BAR APPRENTICE: Ashley Ann Sherrod, Carolina Anavell Snow, Christine Frosch, Daniela Marie Tomic, Dejene Tefera Gizaw, Edgar Moises Jimenez, Edward Jesus Ayuso, Franco Rocco Cabrejos-Orduno, Francelia Padilla, Gustavo R Farge, Hugo Padilla, Jaime Hernandez-Angeles, Jazmin Vazquez, Jordan Steve Cruz, Jorge Alberto Ayala Ramos, Jose Manuel Trevizo III, Karla Marissela Diaz Angel, Kevin Jesus Sotomayor, Leslie Cisneros Romero, Liza Araiza, Luis Alberto Quezada Angulo, Luis Andres Venegas Gonzales, Luis Rodriguez, Maria Santovenia, Mary Ann Cecille Alfonso Buenaventura, Nikkia Antionette Wade, Oscar Antonio Lopez, Pablo Amador-Ochoa, Raquel Roque, Raymond Alejandro Zermeno, Robin Alejandro Guevara, Selamawit Waleleng Hailu, Sergio Riffa Garcia, Viridiana RomanFrancelia Padilla, Yaimara Padilla Betancourt, Yesenia Jazmin Herrera

Order of Events

WELCOME
Bill Janisse - Food & Beverage Instructor

OPENING REMARKS
Dr. Mark J. Scott - Chief Executive Officer

INSTRUCTOR SPEAKER
Michael Harju - Wine/Sommelier Instructor

STUDENT SPEAKERS
Hugo Padilla - Bar Apprentice
James Dailey - Guest Room Attendant

CONFERRING OF CERTIFICATES
Flavia Erickson - Adult Education, Digital Literacy Instructor

RECEPTION

Events Center - Main Room

Employer Partner Job Recruiters:
Caesars Entertainment
Circus Circus
The Cosmopolitan
MGM Resorts International
Resorts World

Events Center - Overflow Room
Mocktail Bar

Westside Bistro
Hors D'oeuvres

Student Services Lobby
Graduation Certificates and Gifts
WISE[3] VR demo
Desserts

Instructors

Lyrical Adu
Adult Education,
Digital Literacy

Nancy Cor
Housekeeping

Starr Davis
Food and Beverage

Oscar Dietz
Housekeeping

Flavia Erickson
Adult Education,
Digital Literacy

Jose Esquivel
Steward

Michael Harju
Wine/Sommelier

Bill Janisse
Food & Beverage

Deanna Juhl
VESOL/ESL

Robert Kennedy
Baker's Helper

Maria Landeros
VESOL/ESL

Stephen Love
Professional Cook

Carly Magaro
Professional Cook

Lorna Martinez
Professional Cook

Vincent Perez
Professional Cook

Joel Schaefer
Professional Cook

Andrew Zager
Adult Education,
Digital Literacy

Management Team

Dr. Mark J. Scott
Chief Executive Officer

**Shanna Hackel**
Dean, Education & Learning
Support Services

Jennifer Kabat
Executive Director of Student Services

Ana Puljic
Executive Director of Institutional
Partnerships & Program Development

Graduates

GUEST ROOM ATTENDANT: Alica Charie McBain, Anthony Detona Thomas, Arlyn Arana Grein, Channie Thomas Richardson III, Christian Vasquez, Christine Ann Lucas, Crystal Marie Hurtado, Denasheia Chantel Tinnin, Eduvina Flores, Erika Lynn Stedman, Eros Sadan Mattos, Gladys Perez, Idania Zaldivar Ortega, James Ernest Dailey, Jordi Hayden Nunez, Jotica Charday Turner, Jovannah Leah Bedford, Larry M Washington Jr., Leticia Esparza Trejo, Lindsay Marie Rodriguez, Lucinda Carrasco, Maan Ilacas Igayac, Marco Dari Garay, Maria Carlota Kourik, Maria Corona, Marleshua Shanta Jones, Millionai Neal Lofton, Nicolette Johana Rueda, Odalys H Rodriguez Delgado, Pamela Najar Hernandez, Perla Rocio Flores Chihuahua, Roshanda Neshell Morris, Sandra Ayala Perez, Secret Lanique Scott, Tenaya Arreal Smith, Tina La, Shaun Bunn, Virginia Flores

HOUSE PERSON UTILITY PORTER: Abebe Aklilu Merine, Abeeku Jibri Washington, Adalberto Silva, Alicia Saldana, Alfredo Valiente-Campo, Aliuska Castillo-Vega, Ana C Ramirez Martinez, Anthony Alexander Pocasangre, Baldomero Chairez Beltran, Bereket Tadesse Beyene, Berhanu Bayiu Beshaw, Brenda E Leyva Gonzalez, Christopher Jose Heredia, Claudia Lizbeth Aragon Cardenas, Claudia Lizbeth Aragon Cardenas, Devon M Riley Jr., Dexter Prescott Jackson Jr, Elisabet M Alonso Garcia, Enalyn Marco Macabeo, Esteban Castillo Nunez, Fermin Fernandez Villarejo, Francisco Luis Perez, Freddie Antwashon Denson, Graciela Perez, Guadalupe Gonzalez Romero, Guillermo Tamayo Pillaski, Joel Tavizon Jr., John Jude Hart, Katerine Massiel Navarro Isabel Margarita Gutierrez Valencia De, Isbel Hernandez Pedraja, Jessica Belen Calderon, Lashaun Jamaine Williams , Marco Antonio Ricardo Garcia, Maria Elizabeth Suarez Vasquez, Maria Haydee Grande Lopez, Maria Luisa Reyes Montes, Mariela Quintanillla, Melissa Gallardo, Meskerem Berhanu Wolde, Micaelina Cortez, Monica Melinda Ortiz, Morena D Padilla, Nairobis Isaira Albarran Manrique, Noe Antonio Alvizo-Medina, Noe Molina, Norma Romero Rosales, Rodney Patton, Sandra Juarez, Selamawit Okubay Belay, Suddania Gonzalez Ramos, Surima Guerrero, Tamara Perez, Villafane Vicenta Martinez, Wendmeneh Girma Abaydires, Xiomara D Wamsley, Yanicell Garcia-Morales, Yesica M Rodriguez Coreas, Zairis San Juan
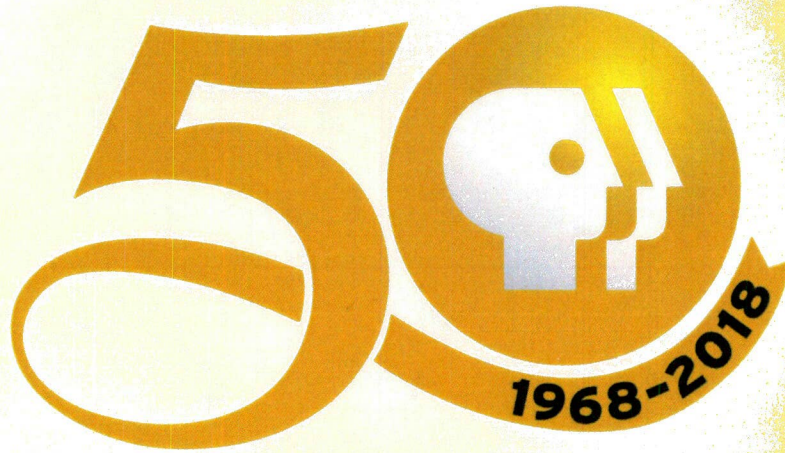
Vegas 🧠 PBS.

Debra Solt

Director, Workforce Training & Economic Development

dsolt@vegaspbs.org
T: 702.799.1010 x5427
C: 702.336.3574
F: 702.799.0032

vegaspbs.org

🅕 🅣 📷 ▶️ @vegaspbs

3050 E Flamingo Road
Las Vegas, NV 89121

CLARK COUNTY BOARD OF COMMISSIONERS
SPECIAL MEETING (STAKEHOLDER LISTENING)
VEGAS PBS JOBTIMIZE NEVADA – WORKFORCE DEVELOPMENT TOOL

As referenced in Clark County's *Mapping the Future – An Analysis of Clark County's Communities and Economy* (released in December 2020), underemployment and low-wage jobs impacted much of the county's population <u>before the pandemic</u>.

Now, as we move into recovery, research from agencies like Pew Research and Brookings show that low-wage and underemployed workers have suffered the most. They struggle to find livable wage jobs and thus struggle with many other financial challenges like housing, food and childcare.

Labor surveys and local businesses will tell you that the two biggest barriers to job equity are: 1) "fit" for the right job. Because it leads to long-term employment and promotions. And: 2) lack of easy-to-use systems that can communicate between job seekers, employers, schools and related workforce development agencies.
During the great recession, Vegas PBS used our station's internet-based technologies, community partnerships and our trusted brand to offer online workforce training. This platform has – and continues to be used by unemployed and underemployed residents in southern Nevada to prepare for industry credential exams and livable careers.

We are now proposing a new platform that we feel can reduce these barriers and potentially link thousands of residents to equitable employment and pay.

Jobtimize is an evidence-based, virtual platform that job seekers, employers, schools, and workforce training providers can all use. They input their criteria to match the best people for the right careers. Or apprenticeships. Or training platforms. Or credential and career pathways. "Fit" in this case is not just the right degrees or experience. "Fit" also means matching interests, employable skills, behavior and personality with an employer's culture and soft skills needs.

Vegas PBS is well-positioned to manage this platform throughout Clark County. We will use our station's technology and media capacity. And we will use our partnerships we've developed over the last fifteen years with local small and large businesses, higher education institutions and workforce agencies. This platform doesn't replace any state, municipal or community-based workforce platform. it only augments them. Vegas PBS' dedicated workforce staff will collaborate with businesses, workforce training partners, schools, social services agencies, and nonprofits who specialize in workforce development. We will help integrate this Jobtimize platform with their current systems and infrastructure. End-users can be job seekers, employers, social service agencies and/or education institutions looking to match training, certifications, job or apprentice opportunities and employment.

Vegas PBS will provide this platform to all schools 8th grade and above and local higher education institutions for free. This platform can track students who are in career and technical education programs from year to year. It can track progress, changes in interests and work experience, and special skills or credential attainment. And it can then best match students with work-based training, apprenticeships, and/or jobs. We will also provide this platform initially to small businesses for free. We will connect to businesses through the network of chambers of commerce who serve underrepresented businesses like the urban chamber, women's chamber and Latin chamber.

We estimate we can serve more than 100,000 Clark County residents from low and moderate income backgrounds, underemployed workers and/or unemployed residents through this platform. We anticipate that 85% of users will match a "best fit" training, credential, or job. Because the system tracks all relevant data and users continue to use the platform for multiple years, we can track and measure progress. We will track data points such as training or credential completion, job hires, and even job retention.

At Vegas PBS, we believe that there is more to someone than just their resume. Vegas PBS has branded a Nevada Jobtimize portal and is currently using this platform on a small scale. To scale this platform to the entire county and offer it free to all users in Clark County for one year, the cost is $880,000. Vegas PBS would provide all staff for coordination and integration as a match to this investment. Our strategy is to supplement and eventually replace ARPA funding with larger business subscriptions and additional grants and sponsorships – when we can show scaled evidence of success. Again, success will be defined as large-scale successful matches and success rates via increased enrollments, certifications and/or higher wage employment from people using this platform.

This project aligns with several county strategic priorities such as: priority 2: collaborative community engagement (because it will engage community partners and enhance service delivery and value). Priority 3: serving the community (by rethinking, innovating and modernizing service delivery). And priority 4: strong communities (because it invests in programs which support self-sufficiency).

The main goal is: Jobtimize becomes a well-used, integrated and long-term sustainable solution to equitable workforce opportunities.

Why Does Career 'Fit' Matter?

Jobtimize™ was built from a need to bring more insight and efficiency to hiring practices through showing that **there's more to people than just their resumes**.

Jobtimize™ goes beyond the resume by measuring a person's core traits, attitudes and standards, all of which contribute highly to their **'fit' for a job** and the overall success rate for both the jobseeker and the employer.[1]

As an individual builds their Jobtimize™ profile, they are encouraged to start by completing the Behavioral Assessment. This **Assessment uses advanced behavioral science and predictive AI** to measure for traits and attitudes while generating a **FitScore™** – an important component in capturing how well a person will succeed in a job outside of what they already know (education/training) or what they've already done (previous experience).

What Are Predictors of Fit?

Jobtimize™ combines the Behavioral Assessment with a person's interests and skills to measure many factors that can determine their fit for a role, such as:

• How is this candidate likely to fit with the **job's tasks, the manager, the team and the company's culture?**

• How does this person typically **behave?**

• How will this person **approach their work?**

• How will this person **deal with change?**

Success in the Role[1]

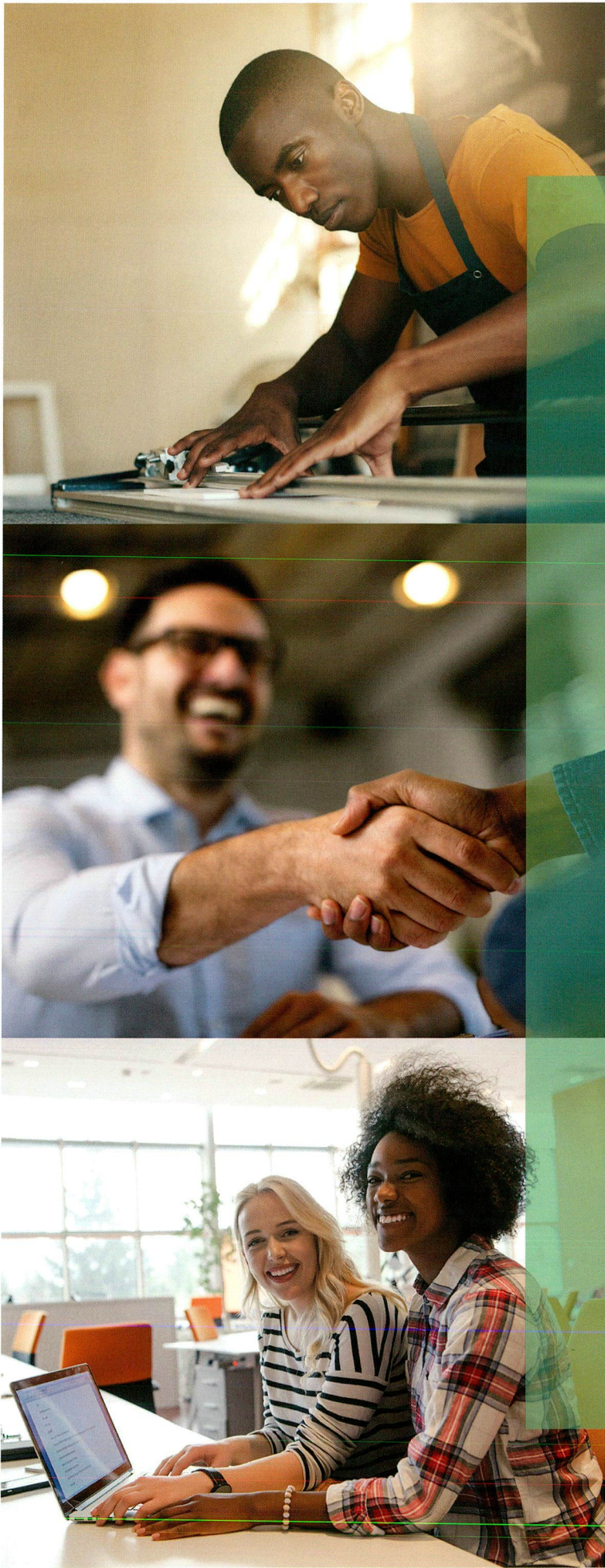|	WHAT they KNOW	Predictive Values of Success	
Résumé	Education	.11	Skills, Knowledge and Experience are important (and they can be taught)
	Training	.13	
	Previous Experience	.18	
	Interests	.10	
	Interview	.14	
	References	.26	
	Apprenticeships	WHO they ARE .44	
Jobtimize™	Behavioral Traits and Attitudes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

[1] Source: 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.
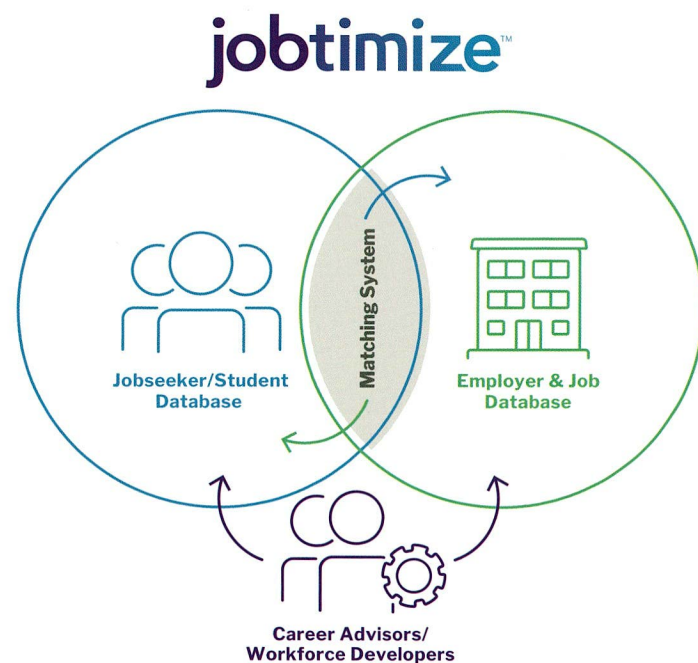
Visit: **join.jobtimize.com/nevada**

DISTRICT CONTACT:
Debra Solt
Director Workforce Training & Economic Dev., Vegas PBS
Tel: (702) 799-0031
Email: workforce@vegaspbs.org

jobtimize™ | Serving Nevada

POWERED BY:
FIRST FIT TECHNOLOGIES

jobtimize™ | Serving Nevada

Unparalleled Support for Career and Workforce Development

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

The All-In-One Platform:

jobtimize™

Jobseeker/Student Database — Matching System — Employer & Job Database

Career Advisors/ Workforce Developers

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

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 that guide and reassure you that you're on the right path.
- 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 – reduced training costs, less turnover and more confidence that you've hired and trained people who are 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 and funding support.
- Gain direct connections/ tracking with employers who are offering **opportunities that fit** the candidates receiving your guidance.
- Use Jobtimize™ to introduce employers to large pools of candidates who are already pre-screened and matched to their job(s).

Using Jobtimize™:
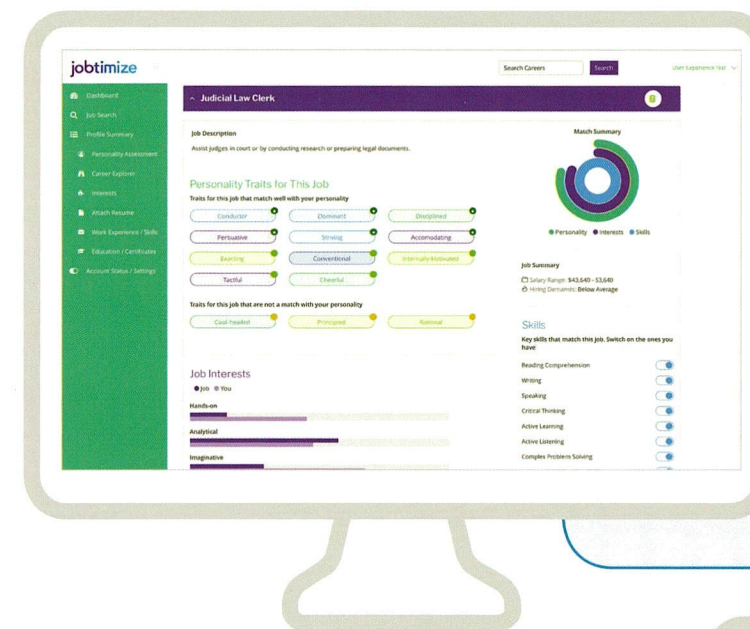
Jobseekers & Students:

- Upload your resume or use our resume builder.
- Take the Behavioral Assessment and Interests Inventories to learn about your core traits and careers that match.
- 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 Report'.
- Target your training for the jobs you match.
- Search live/local job boards (such as Indeed).

Employers:

- Register and build a company profile using our fully-functional Applicant Tracking System (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, such as Indeed.
- All candidates are screened and filtered for behavior, knowledge, skills and interests that match the job.
- Access reports including 'Job Fit Report' and Interview Guides.
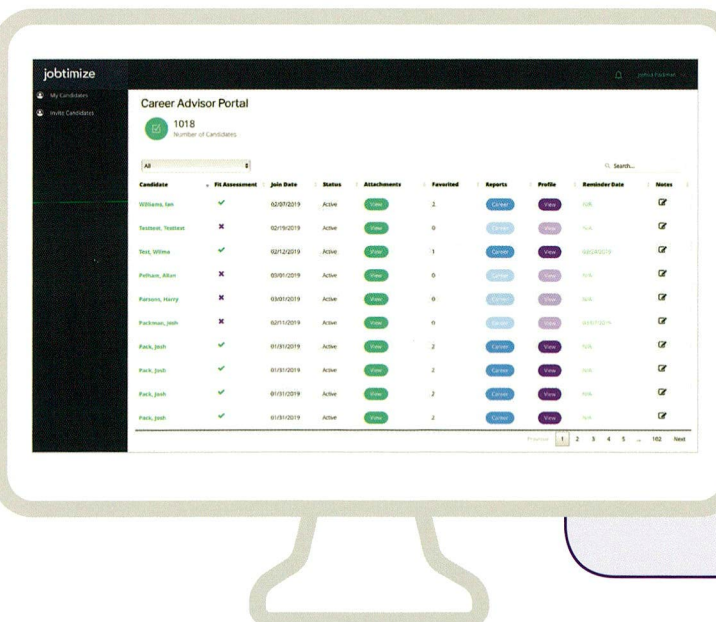
Career Advisors/Educators:

- Easy to use Dashboard
- Add, track and delete people in your database.
- View statistical graphs and support outcomes.
- Create notes and reminders for you, your team or those receiving your support.
- Jump into your clients' Jobtimize™ profile portal at the click of a button.
- Download and print a client's career report.
- Link to employers.
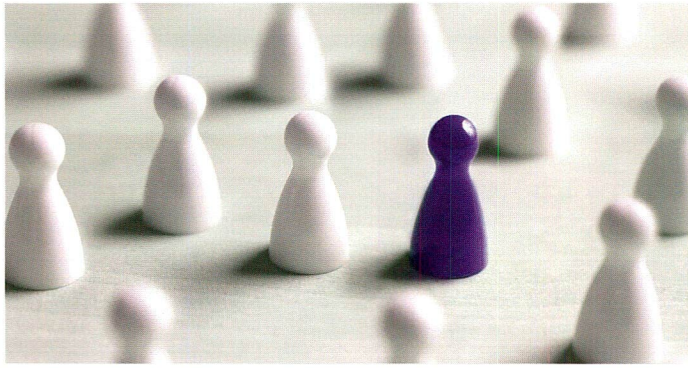
jobtimize™

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[1] – 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 demands of the role, a mismatch with the manager and/or didn't jive with the company culture.[2] Thus, 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 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.

[1]Leadership IQ; [2]HR Executive Magazine
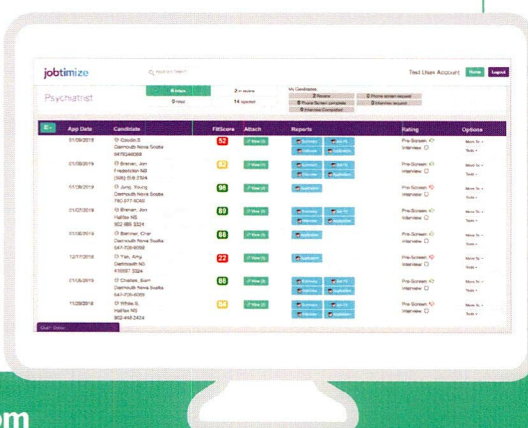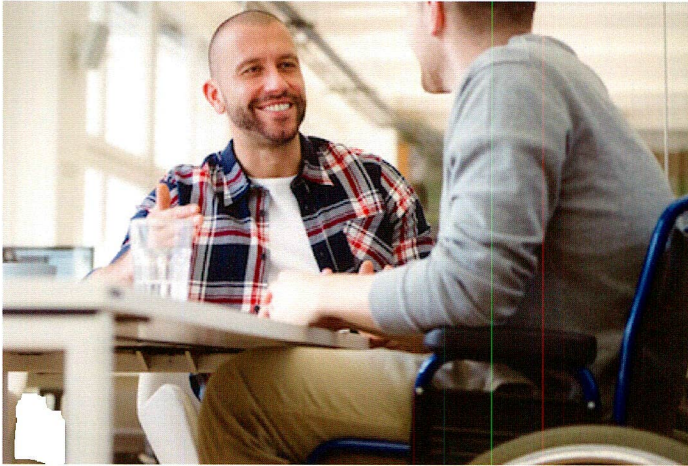
jobtimize™

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 '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 roles for which they are (and are not) most compatible. Most importantly, Jobtimize™ is linked directly to Indeed and other leading job boards, presenting 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 truly is diversity-blind, serving up 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.
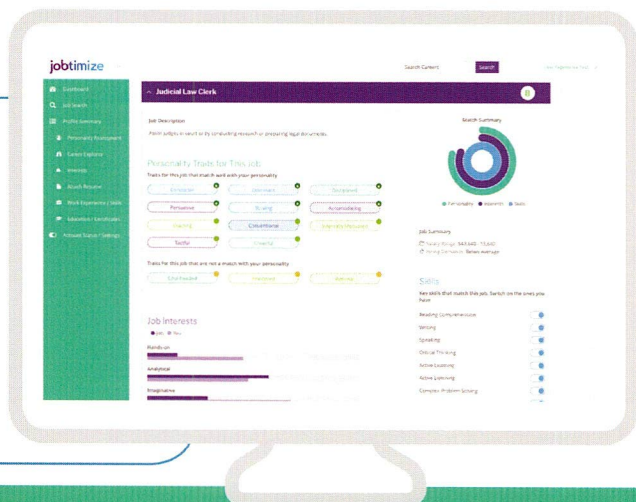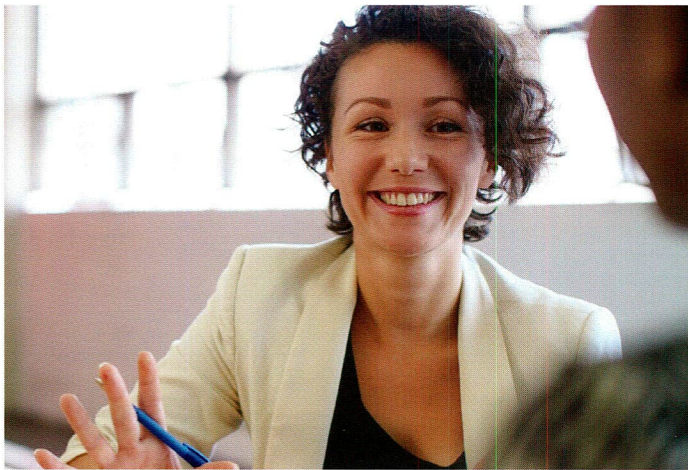
jobtimize™

Building More Opportunity in Your Community

Let Jobtimize™ become an integral part of your community's workforce development

The Current Mis-Approach

Traditionally, America's workforce system has been based on training for 'in-demand' projections rather than 'right career compatibility' for students and jobseekers. Thus, many jobseekers still find themselves searching for jobs simply based on openings, not based on any passion for the role; and companies still hire based on resumes and 'key word searches', then they just hope that the person will bring passion and compatibility to the job. But with this model, turnover continues to rise, and overtime costs are eroding profits as employers struggle to fill positions with people who are *really* right for each role.

There is a Better Way

The **Jobtimize™ platform** brings depth and breadth to American's workforce training and economic development systems, shedding new light on what jobseekers and employers need in order to succeed.

There is no other career platform that allows individuals to understand themselves and their real '**job fit**' into today's workforce. For employers, Jobtimize™ provides an opportunity to find candidates who will truly fit the job and the company culture - improving post-hire training outcomes, reducing turnover issues, and stimulating long-term growth.

Building on Investments

K-12, community colleges and the workforce system have invested heavily in the Career Readiness Credential (CRC) as a way to measure one's preparedness to enter the workforce. Jobtimize™ understands this substantial investment, and has thus added the CRC scores to their system for jobseekers to put on their Jobtimize profile.

Integration for Workforce Development

Serving a vast range of career advisors and workforce organizations, Jobtimize™ uses cutting-edge AI and behavioral data points to provide **better guidance and more valuable career matching** for the individuals within the communities you support.

Jobtimize™ is a secure cloud-based system that is easily implemented without requiring any new equipment, while also seamlessly complementing your existing programs and systems.

Integration with employers is unparalleled! You can receive direct connections and tracking with employers who are offering opportunities that fit the individuals you support. Companies who are hiring a large number of employees can make the processes faster and more efficient by connecting with you to easily view your pre-screened 'matchable' candidates. Or, you can easily notify a jobseeker about postings that are right for them.
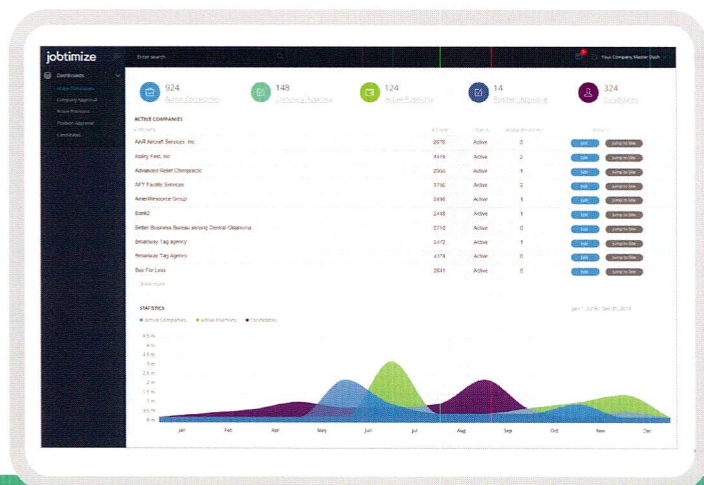
Using Jobtimize™ as a Workforce Professional

- Easy to use Dashboard
- Add, track and delete people in your database.
- View statistical graphs and outcomes.
- Create notes and reminders for you, your team, those receiving your support, or an employer.
- Jump into your candidates' Jobtimize™ profiles at the click of a button.
- Download and print a candidate's career report.
- Easily add-on employer functionality.

Because there's more to someone than just their resume!   **www.jobtimize.com**

jobtimize™

The Right Tools for Successful Work-Based Learning

How Jobtimize can create more efficiency and improve outcomes for apprenticeship programs.

Filling the Skills Gap

At least 50 percent of youth in Germany, Switzerland and Austria participate in apprenticeships, as compared with less than 5 percent in the North America.[1] But, this is rapidly changing. As we experience a shortage of skilled workers in many trades, a clear effort to build a stronger, more qualified workforce through apprenticeship programs is becoming a key focus in education in many jurisdictions. As a result, students and those early in their careers are also benefiting from these initiatives towards "earning while learning" – not only does it better prepare them for the workplace with a greater range of hands-on skills, it's also become a more attractive and viable option than the time, risk and debt of investing in college.

A 2017 article looking at Colorado's push towards apprenticeships quotes, "We literally have tens of thousands of jobs every week that go unfilled," said Ellen Golombek, the executive director of Colorado's labor and employment department, which helped shape the apprenticeship program. "We're taking a look at the entire work-based-learning spectrum to train, retrain, and 'upskill' the workforce to meet our current and projected needs."[2]

Jobtimize™ for Apprenticeships

How do we ensure that these apprenticeship programs are quickly and successfully filled with people who are passionate about the training, will remain engaged, and stay in the trade?

As a way of determining a student's match for the right vocation and apprenticeship options, Jobtimize™ helps students and educators make a more informed decision about those important next steps towards the workforce – thus, ensuring better outcomes for the individuals, schools and employers who have invested time and money in an apprenticeship.
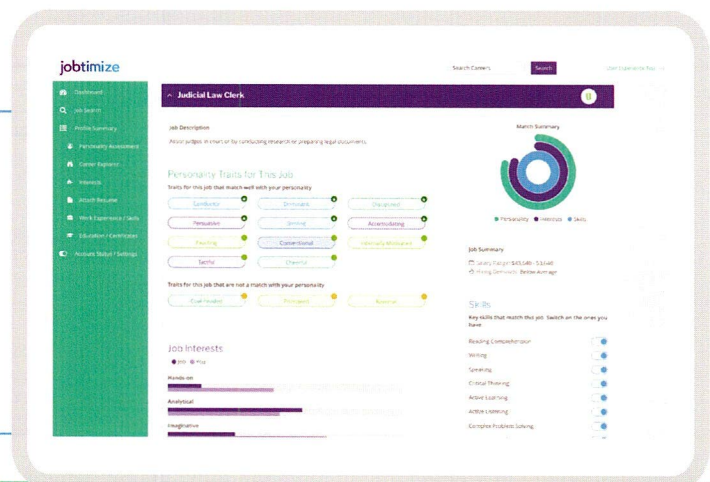
How does Jobtimize™ do this? It's a unique online tool that connects students, educators/advisors and employers all within one single, integrated platform. First, using cutting-edge AI and behavioral science, it is free for students to log onto www.jobtimize.com and build their career 'fit' profile. As their profile is completed, both students and educators gain a better understanding of the individual's personality, interests and skills, explaining what makes them a better match for some jobs than for others. Jobtimize™ then provides lists of the student's top career matches, career planning reports and active job listings, allowing them and their school to tap into valuable insight that will ultimately drive the success of the work placement program.

Everyone Benefits

For employers, the Jobtimize™ platform allows direct integration with educators and skills trainers, so the companies who are hiring can make the processes faster and more efficient by viewing lists of pre-screened 'matchable' apprenticeship candidates, highlighting those who are likeliest to engage and complete the program (reducing fallout midway through). Employers can also partner with educators to post openings for apprenticeship jobs, with tracking and reporting tools to gauge supply, demand, talent pipelines and placement success on a state by state basis.

From the other side, educators and career advisors can use Jobtimize™ to better manage and track employers who are offering opportunities that fit the individuals receiving their guidance, track placement success rates, and effectively bridge the gap between students and work placement.

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

[1] http://www.ncsl.org/research/labor-and-employment
[2] https://www.edweek.org

jobtimize™

Increasing Job Success After Prison

How Jobtimize™ can help returning citizens, agencies and employers join together for better results.

'Fitting' into Employment

Recently, a survey of American corrections facilities revealed that each returning citizen who succeeds in getting a job after being released is 20% less likely to return to prison, and each one that doesn't return saves the state $75,000.[1]

With this in mind, the question then becomes focused on how do corrections departments ensure that their returning citizens overcome the common barriers to entering the workforce? What can be done for those individuals to help guide them towards the right vocational training, which will in turn greatly improve their odds of success in a job? And how can these individuals be better connected with employers who are ready to hire?

Most inmates receive some level of vocational training and education while in prison, and that investment should serve as a stepping stone towards improved employment success once released. However, this one-size-fits-all approach can leave many returning citizens, and those who guide them, with little insight or ability to pinpoint what it is in the workforce that will truly help that individual thrive beyond the prison walls. As well, this system typically doesn't give employers an opportunity to discover former prisoners as part of a viable, attractive, 'hirable' pool of talent.

The Solution

Jotimize™ is a unique solution that connects returning citizens, their advisors/resettlement agencies and employers all within one single, integrated platform. First, using cutting-edge behavioral science on a secure cloud-based system, Jobtimize™ helps individuals to build their career 'fit' profile – providing a clearer understanding of the jobs for which they are/are not compatible, so they (and their advisors) can narrow

their field and set realistic targets and objectives. Jobtimize™ also provides better insight for investments in vocational training within a correctional facility, and, once outside the prison, employers have a better understanding of the person behind the 'label'.

A Guiding Light

At the time of a prisoner's release, advisors and resettlement agencies are now more prepared with access to Jotimize's full suite of tools – bringing their coaching to new levels with objective data about their clients' behavioral traits, skills, interests, and the types of roles in which they are most likely to succeed. Jobtimize™ allows advisors to track and support their clients' progress throughout the entire process, and, most importantly, it is linked directly to Indeed and other leading job boards, presenting an abundance of potential opportunities to the jobseeker. The Jobtimize™ platform can also bridge the gap between partner employers and other agencies who hire released inmates.

Hiring Better

For employers, Jobtimize™ offers the ease of built-in connectivity between them and their community – helping them to discover hidden talent, new skillsets, and greater hiring potential for candidates, such as returning citizens, who might have otherwise been overlooked. Applicants from the Jobtimize™ jobseeker database will appear in an employer's dashboard with a FitScore™ beside their name to show how well the candidate matches the job. Detailed pre-screening reports and interview guides are also generated for each candidate – offering valuable insight that focuses on 'fit' for the role and likelihood of success.

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

Because there's more to someone than just their resume!

www.jobtimize.com
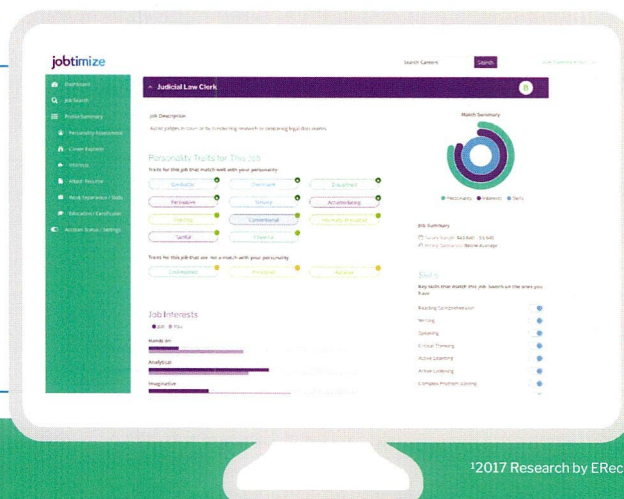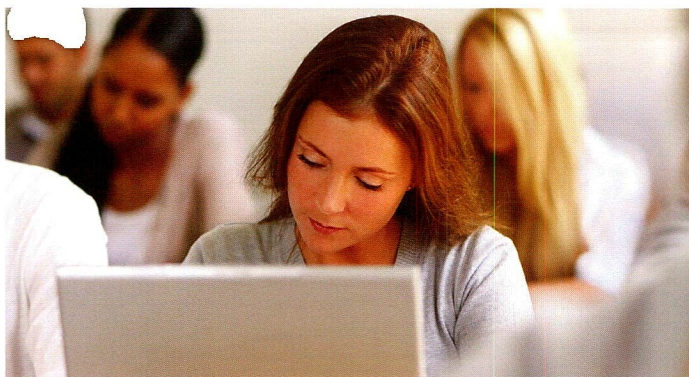
jobtimize™

'What Do I Want to Be When I Grow Up?'

How Jobtimize™ helps students explore career options early on, so they can make better choices for postsecondary life.

As early as the 8th Grade, many educators, parents and even students themselves are beginning to think about career exploration. 'What's my ideal career path?' And, 'What steps in my education do I need to follow to get there?'

However, far too often of these questions are never clearly answered, and as high school graduation draws nearer, confusion and uncertainty about the right career path still lingers. In fact, 33% of all college students switch direction and transfer to another school at least once, often because they're still asking themselves, "Which courses are the right choice for me?"[1]

The Jobtimize™ Difference

As a way of determining a student's path, most career platforms focus on knowledge, skills and previous experience. However, we look at it from a new angle – **'Who is this person?'** Thus, Jobtimize™ helps to determine important career drivers through a better understanding of a student's personality, behavioral traits and interests, then we combine that with their skills and education for a complete profile. This new depth of insight lays out a clearer path for both students and guidance counselors, and improves educational planning.

So, in this age of high education fees, both educational institutions and their students are benefiting from Jobtimize™ as a directional road map for better course choices, improved internship/apprenticeship outcomes, and a more successful, targeted job hunt after graduation.

And it's not just students who can benefit. Many adults also remain disillusioned by poor career choices, or a desire to prepare for uncertainties in the workplace that may require a different skillset. Jobtimize's career matching system allows these individuals who are mid-career, preparing to take high school equivalency exams, or considering additional college courses to make a more informed decision about those important next steps towards a future-ready, more fulfilling career.
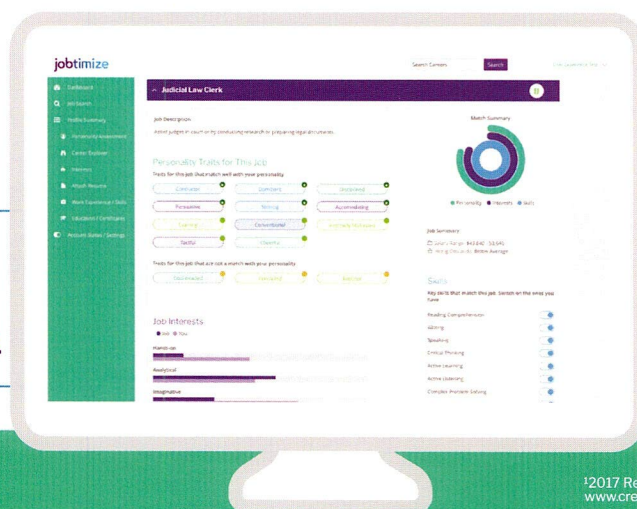
How It Works

Jobtimize™ is a unique online solution that connects students, guidance counselors and employers all within one single, integrated platform. First, using cutting-edge AI and behavioral science on a secure system, it is free for students to log onto www.jobtimize.com and build their career 'fit' profile. As a student grows older, their profile can be updated and tweaked to reflect changes in the student's interests or skill level. With that data in hand, Jobtimize™ provides lists of top career matches, career planning reports and a live job search engine that both a student and/or a guidance counselor can use to plan the right path. And, the newest version of Jobtimize™ will be built to track even more diplomas and certificates such as CRC scores, Honors, AP Honors, and GED.

### Integration for Guidance Counselors

Serving a vast range of education advisors and workforce organizations, Jobtimize™ offers a separate 'Career Advisor' portal, allowing those supporting students the ability to add, track and manage the people in their database. The portal also provides statistical graphs and outcomes, notifications, students' career planning reports, and even the ability to jump into a student's Jobtimize™ profile at the click of a button.

Benefiting those guiding older students, Jobtimize™ allows for direct integration with employers. Career advisors can manage and track employers who are offering opportunities that fit the individuals receiving their guidance, and companies who are hiring can make the processes faster and more efficient by using Jobtimize™ to view lists of pre-screened 'matchable' candidates for the jobs being offered.

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

Because there's more to someone than just their resume!
www.jobtimize.com

TRTFFIT
TECHNOLOGIES

Solving the Apprentice Recruitment Crisis

The Ontario Electric League Did It By Shifting the Paradigm
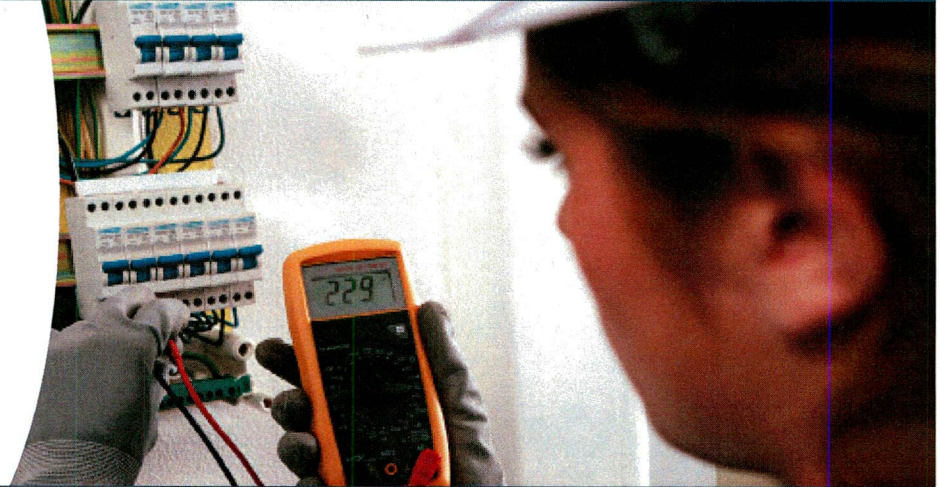
In 2018 the Ontario Electrical League (an industry association representing small and mid-size electrical contractors) received a grant from the Province of Ontario to initiate a new management framework for electrical apprenticeship. Ontario, like many other jurisdictions, has long suffered from low levels of enrolment and high levels of attrition, resulting in an ageing and shrinking workforce plus a severe shortage of apprentices and journeypeople.

The Big Rethink

OEL established Support Ontario Youth (SOY), a not-for-profit organization, to be a Group Sponsor that would hold the training agreement with the apprentice. This centralized oversight simplified the administration process for both apprentices and contractors considerably, and also created a safety net for apprentices when they needed to find a new sponsor. SOY was staffed with two full-time people to screen and select applicants, handle the administration related to their program, and lead the outreach to the contractors who employ them. Streamlining the complexity of the administrative procedures was a key contributor to its adoption by the contractors.

The grant also required SOY to set aggressive overall hiring targets and included substantive targets around diversification – more women, newcomers, visible minorities, indigenous and diff-abled.

The Right Fit

SOY partnered with Fit First Technologies to create two interfaces that were critical to the program's success. On the jobseeker side, each applicant would be evaluated on their behavioral compatibility with jobs in the Trade, and additional traits such as tenacity to determine their likelihood of completing the full five years of the apprenticeship. On the employer side, Fit First built a proprietary job-matching board that made it easy for contractors to post open jobs and screen applicants for 'fit' in their business. This new approach was a way
to attract and objectively 'screen in' the best talent to the industry and replace the "I got the job because I know someone" approach.

In addition to Fit First, SOY employed a marketing firm to generate applicant traffic to the job seeker site, as well as a company with a highly adaptable CRM to create an online logbook which continues to evolve.

A Well Oiled Machine

SOY relies extensively on Fit First's job-matching algorithms to identify the candidates best suited to the Trade. Their interview and evaluation process assists in selecting job-ready candidates which reduces the recruiting time for employers. The program is designed specifically for small to medium employers who usually do not have HR staff, so this prescreening becomes a valuable service.

The program has been extremely successful. Key metrics after two years of operation are impressive:

1. SOY is running at roughly **200% of their required hiring objectives** (which had initially seemed aggressive). The program is attracting an abundance of great talent, faster than contractors can absorb. SOY is currently only able to place 17% of candidates that meet their minimum FitScore® requirements.

2. **Attrition** of new apprentices has decreased significantly – **from roughly 40% to 7%**. The new recruits with a strong job fit, stay longer.

3. A recent **satisfaction** survey of apprentices and employers showed a **91.1% satisfaction rate**.

4. **24%** of the apprentices hired identify with at least one of the populations in the **diversity targets** which was also **well above the mandated target**. This clearly indicates that, when you lead with behavioral algorithms to screen for fit/compatibility, you avoid the unconscious bias that occurs when resumes are the first step. The inevitable outcome is a more diverse group of candidates.

Many elements have contributed to the success of the SOY initiative including:

- **Simplicity.** The Group Sponsor model creates a single point of contact for apprentices and employers, greatly reducing the administrative burden on both.

- **Scale.** From a marketing standpoint, SOY can promote the Trade and the apprenticeship opportunity more effectively and to a broader audience than an individual employer could, creating applicants in volume. Conversely, because SOY can aggregate employers and open job postings, they also build the demand side, making opportunity much more readily visible and available to jobseekers.

- **Frictionless Marketplace.** The SOY solution includes a job-matching platform that connects apprentices and journeypeople to employers who have posted open positions. It further provides employers with the tools (individualized interview guides, for example) that facilitate better hiring decisions. They are electrical contractors, after all, not HR professionals.

- **Safety Net.** Things do not always work out after placing an apprentice. SOY provides a safety net for apprentices in the event they need to find another employer, and coaching/support in the event they are facing challenges.

- **The Science of Selection.** From the outset, SOY relies upon a screening process that identifies the applicants who have a strong job 'fit' – those who are behaviorally well-suited for the realities of the job. The Fit First behavioral assessment is integrated into the application process as the primary screen. The focus on 'fit, first' (looking for the right person, not the right resume) has contributed significantly to creating opportunity for those who had historically faced barriers, and to the exceptionally low attrition rate the program has e sustained.

Collaboration: the Foundation for Success

Focusing on the individual, measuring what matters most (and is reliably predictive of their eventual success), honoring their natural aptitudes, and placing them in situations to which they are best suited, has been a cornerstone of the success of the SOY Program.

Not only has SOY successfully addressed many of the procedural and administrative friction points inherent in any apprenticeship system; they have successfully demonstrated the value of a person-centric approach as a critical, core element in the total solution.

SOY's success in the electrical trade has generated inquiries from other trades, including the Plumbing and Millwright trades, and an invitation by the Province to create a proposal to expand this approach even further – to a total of approximately 140 Trades. The model is a collaborative approach with industry stakeholders.

At Fit First Technologies International Inc., our mission is to make hiring practices and career discovery easier, more human, and more effective for everyone. The executive team has extensive knowledge and understanding of HR, employee engagement and retention, human analytics, and computer science.

Our suite of cutting-edge products and proprietary software is used by thousands of businesses, educational institutions, workforce development agencies, and job seekers every day. Our technology opens new doors for jobseekers, students, and even those who face employment barriers. The ultimate goal for the entire team at Fit First: enable a more functional, efficient workforce ecosystem for everyone.

Learn more about how our platforms can work for you by contacting: **800-513-7277 ext. 826**