

TalentNEO



Connecting Employers and Jobseekers Through a Common Language – Skills



WHAT IS TALENTNEO?

TalentNEO connects companies and jobseekers in NE Ohio using ACT WorkKeys® assessments to articulate and quantify cognitive workplace skills. Driven by business and supported by multiple stakeholders, TalentNEO promotes and supports employers' use of WorkKeys skills scores in their hiring process to increase applicant pool size, improve retention rates, and reduce costs. TalentNEO aims to expand employment opportunities for jobseekers who have the required skills but lack the educational credentials or experience traditionally used to screen job applicants.

WHAT IS SKILLS-BASED HIRING?

TalentNEO uses ACT WorkKeys as a validated reference for both the candidate's current skill levels and their ability to effectively learn on the job. It's an additional tool that can be used to predict a candidate's ability to successfully do the job, especially since this is not always immediately apparent through education levels and resumes. TalentNEO uses objective and validated measures of workplace skills for jobs across all levels from entry to executive.

SKILLS-BASED HIRING WORKS FOR EMPLOYERS¹

25-75% Reduction in turnover

50-70% Reduction in time-to-hire

70% Reduction in cost-to-hire

50% Reduction in time-to-train

¹ Innovate+Educate, *The U.S. Skills Gap*, retrieved from http://www.innovate-educate.org/files/uploads/Skills-based_Hiring_v7.pdf

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THROUGH TALENTNEO, INTEGRATING SKILLS-BASED HIRING INTO YOUR EXISTING HIRING PRACTICES IS FREE AND TAKES JUST A FEW SIMPLE STEPS

1

Post Jobs -- Begin taking advantage of skills-based hiring by becoming a TalentNEO Partner Employer when you post your jobs on OhioMeansJobs.com

2

Review Skills Scores -- The Ohio Means Jobs website adds preferred skills scores to your job posting for free when you post on OhioMeansJobs.com.

3

Find Your Next Employee -- Search OhioMeansJobs.com for candidates who have skills scores that match to your job. Candidates may also submit their skills scores and resume to you from the Ohio Means Jobs website.

WHAT ARE ACTWORKKEYS® ASSESSMENTS?

WorkKeys assessments were created by ACT—the makers of the college entrance exam. WorkKeys assess real world, workplace skills needed for most jobs. Job seekers can register to take proctored ACT WorkKeys assessments at one of several local locations. Visit ACT for more information about WorkKeys assessments:

<http://www.act.org/content/act/en/products-and-services/workforce-solutions/act-workkeys.html>.

WHICH ASSESSMENTS ARE UTILIZED?*

Extensive research and data from nearly 20,000 occupations has identified three foundational skills essential to success in most jobs:

- Applied Mathematics: applying mathematical reasoning to work-related problems.
- Locating Information: using information taken from workplace graphics such as diagrams, floor plans, charts, and graphs.
- Reading for Information: reading and understanding work-related instructions and policies.

*Additional assessments available based on business need.

I HAVE ADDITIONAL QUESTIONS. WHERE CAN I GET MORE INFORMATION?

Visit TalentNEO.org, and for more information, please email Rebecca Kusner, rkusner@newgrowthgroup.org to connect to the person leading the work in your sector.



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