

The 5 Staffing Filters of i-Match

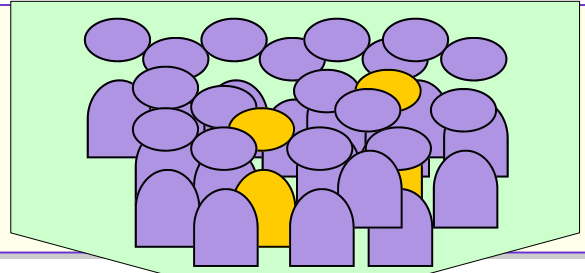
Not everyone stands out in a crowd!

Pre-Screening

1. Job Prerequisites

Applicant pre-screening to determine if the candidate can meet the minimum requirements in the areas of:

- Language Fluency
- Related Work Experience
- Work Schedule
- Required OJT
- Education Level
- Unique Qualifications



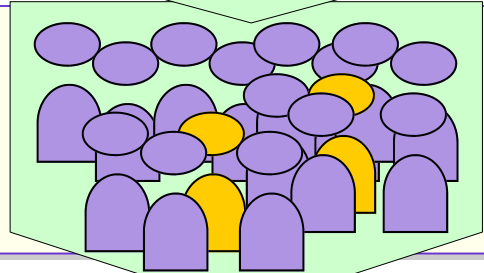
Pre-Screening

Qualifications

2. Job Readiness

A 4 Scale Personality/Behavior filter that measures:

- Performance – Reliability, Responsibility, & Conscientious
- Tenure – Commitment, Impulsiveness, Responsibility
- Customer Service – Friendliness, Courteousness, Helpfulness, and Service
- Sales – Drive, Energy, Persistence, Motivation & Commitment



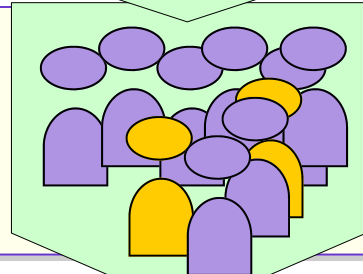
Qualifications

Qualifications

3. Job Fit

The Culture Fit filter identifies how well an individual's work values are aligned with or fit with the job culture. Work Values cover the following (sample):

- Planning
- Problem solving
- Communication
- Interpersonal
- Work Environment
- Work Procedures
- Decision Making
- Supervision



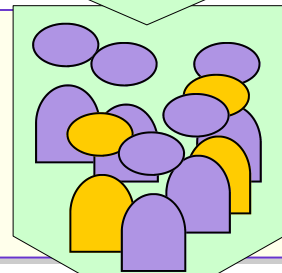
Qualifications

Qualifications

4. Job Performance

A 3 Scale filter that identifies the level at which the applicant possesses the Knowledge, Skills, and the Abilities required in the following dimensions:

- Business
- Manufacturing
- Technology
- Health
- Education
- Humanities
- Idea Generation
- Verbal
- Reasoning
- Endurance
- Flexibility
- Speech



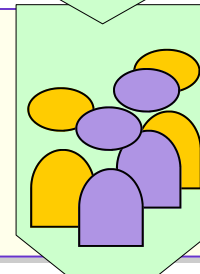
Qualifications

Qualifications

5. Job Satisfaction

A 3 Scale filter that identifies factors that lead to job success and satisfaction in the dimensions of Work Activities, Work Environment, and Work Styles

- Conditions
- Work Setting
- Work Pace
- Flexibility
- Inspecting
- Analyzing
- Repairing
- Tolerance
- Cooperation
- Social Orientation
- Information Gathering



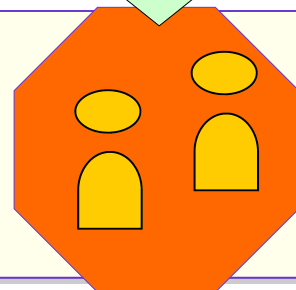
Qualifications

Next Steps

Result: Best Candidates

The 5 Filters yield not only the BEST candidates they identify the apparent gaps for further evaluation or developing a Job Training Plan. The next step:

- Test for Specific Job Skills
- Secure resume
- Interview
- Identify Task Gaps
- Check References
- Hire
- Train
- Reward/Retain



Next Steps