



Fit First® For Colleges

Functional focus areas - Discussion Points

Jobtimize measures 25 behavioral traits as well as Interests.

The business impact for a college is attraction, engagement and re-engagement, higher enrollment and completion rates, and placements (working with employers). Jobtimize can be utilized as a stand-alone tool, or Fit First can be a cog in the wheel of a more collaborative model.

We participate in collaborative models that include **High Schools, Community Colleges** and **Technical Colleges, Workforce Development** and **Economic Development** entities, **Industry Associations** and **Employers**. At a departmental level we can help with:



Admissions/Recruiting

- Eliminates guesswork by student and counselor.
- Provides support to students.
- Added value to process: options for career pathways.
- Connect to potential academic programs, not just generic, exploration options.



Career Counseling

- Helps 'Reset' college pathways and experiences.
- Internal resources for resume and interview preparation.
- Determine jobs and internships applicable to careers.



Workforce Development

- Effective tool to assist under-employed workers find more appropriate careers.
- Helps direct people toward training opportunities.
- Include in marketing materials.
- Community and employer outreach activities.
- Employer tool for incumbent workers retention by placing them into career pathways more suitable for both employee and employer.



Fit First® and Community College Overview for discussion

Community College in Texas

The College is a network of seven community college campuses that functioned autonomously until they were integrated into a single management structure in 2019.

Fit First was brought into a group that stands outside the seven schools themselves – Career and Connected Learning (CCL). Their career coaches are using the Career Advisor tools as intermediaries, partly in the Admissions phase to help would-be students align their academic choices with strong-fit jobs, and partly with counseling existing students.

Initially, the hope was that Jobtimize® would be a valuable academic and employment pathway planning tool by students – and that greater confidence in choices would translate into better attendance, stronger completion rates and better employment outcomes. Covid hit and the timeline slowed along with the re-organization.

Now, there are numerous, interesting tentacles that have sprouted:

- Jobtimize® is integrated as a core part of everything CCL touches – right up front at the student registration process.
- We have configured a Jobtimize® widget that the College is using with another partner, to warm up a pool of 130,000 students who washed out during COVID and entice them back to school.
- They are bringing us into the school districts in the communities they serve, starting first with the dual credit kids. High School focus is on juniors and seniors (looking at career exploration, Adult Ed or Degree programs). An additional goal is to bring it into the middle school grades, 'to give those kids a reason to finish high school'.
- Considering other spin-off collaborative models that include Career Pathways, Workforce Development Boards, Associations, Employers, HS CTE programs and others. An example collaborative might include the college Hospitality and Restaurant Management programs, Industry related associations, employers, and community workforce organizations.



**Our commitment is unwavering: we're building an employment ecosystem where no one is left behind.
For more information, contact us! Together we can build a workforce to be reckoned with.**