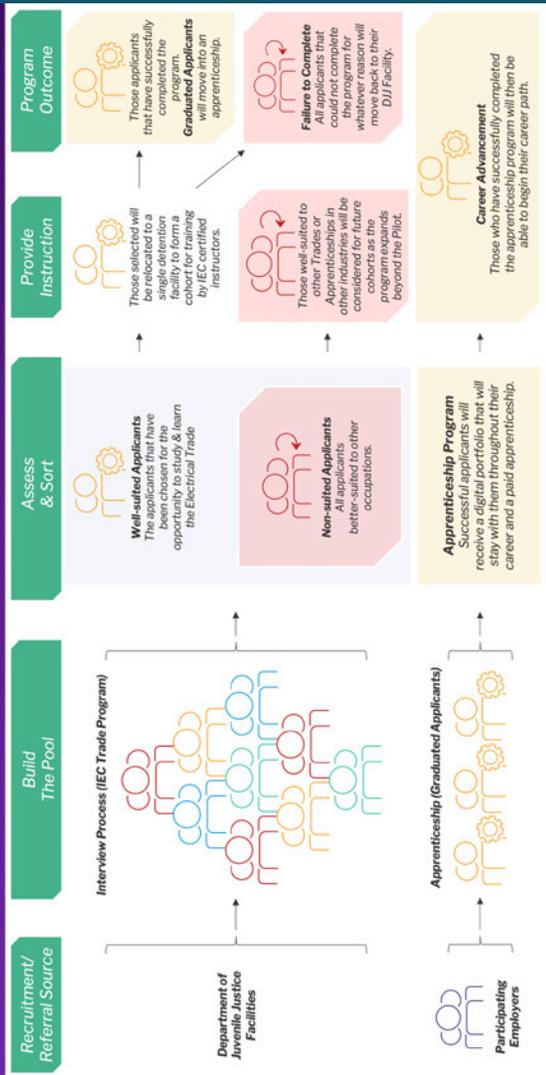


# User Flow

(IEC Trade Program - DJJ Facilities)

User Flow— IEC Trade Program (Department of Juvenile Justice Facilities)



## 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



## INNOVATION THAT ALLOWS EVERYONE TO WIN

The Independent Electrical Contractors of Florida are an industry association made up of all sizes of employers (ranging from 3 employees to 1000+ employees) in a booming economy strained by a perpetually tight labor market. Necessity has created an innovative solution.



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## EMPOWERING INNOVATION

# Creating a Win-Win Situation for All

IEC and the Florida Department of Juvenile Justice (DJJJ) have come up with an innovative program that will provide Youth in detention with Electrical Trades instructional and hands-on training, prior to being released into paid apprenticeships with employers (IEC members) where a fulfilling career path awaits.

### Objectives:

- ✓ To screen Youth in detention facilities for their natural compatibility/fit in in-demand occupations
- ✓ In the scope of the pilot, build cohort of 16-20 who are well suited and interested in Electrical; train and release them into jobs and track their success
- ✓ If the pilot is a success, add additional training streams for other Apprenticeships

### Approach:

- ✓ Behavioral job-matching technology and personal interviews will identify those who are both well-suited to and interested in careers in the Electrical Trade.
- ✓ Those Youth will be transferred to a single residential facility for six months' in-class training and some hands-on experience with the tools, delivered by IEC Certified Instructors
- ✓ As they master new skills, each person will add them to a digital portfolio that will expand and follow them throughout their career.
- ✓ There will be an employer and a paid apprenticeship waiting for every participant.

 **INDEPENDENT  
ELECTRICAL  
CONTRACTORS**  
FLORIDA WEST COAST

### Outcome:

- ✓ Based on similar initiatives in other industries/contexts, we would expect completion rate >90% and attrition rates <10%
- ✓ The goal will be to make instruction, apprenticeships and reliable career pathways available to all youths in detention who qualify for the program through Department of Juvenile Justice (DJJJ)

“Electrician shortages hinder bidding on jobs amid retiring workforce. Florida’s rapid population growth necessitates infrastructure expansion. Innovative hiring methods like Fit First and Jobtimize tap into diverse talent pools, including those transitioning from various careers, ensuring contractor activity, community growth, and citizen employment.”



\*See graphic of  
“USER FLOW”  
on back.

