



A TRANSFORMATIONAL APPROACH TO SKILLS-BASED HIRING



 HireReach

 JOFI[®] ASSESSMENTS

FORMAL EVALUATIONS CONFIRM WHAT A GROWING NUMBER OF LEADING EMPLOYERS ALREADY KNOW:

HireReach helps employers connect the right people to the right jobs.

Powered by partner Metrics Reporting, Inc. and its sophisticated JOFI® technology, HireReach brings ease of use, efficiency and accelerated adoption of Skills-Based Hiring frameworks.

The virtual five-month HireReach Academy provides everything employers need — knowledge, tools and support — to implement a fair, objective, data-driven process to make better hiring decisions.

Read on to discover how you can take advantage of this experience and expertise to improve quality of hire, reduce turnover and strengthen workforce diversity.



A Proven Track Record

HireReach is the culmination of a Skills-Based Hiring movement in West Michigan dating back more than 15 years.

Supported by the expertise of the Metrics Reporting team and its advanced JOFI assessment technology, the program has undergone constant refinement. The result today is what may be the country's most advanced, efficient and easy-to-use approach to implementing Skills-Based Hiring.

Employers who enroll in the HireReach Academy receive practical training and tools to reduce bias and increase the use of data to predict job performance. The integrated selection, career navigation and team-building technology of JOFI makes this process simple, efficient, accurate and easy to implement.

Since 2019, nearly 50 of West Michigan's leading employers have discovered how this disciplined approach improves quality of hire, reduces turnover and contributes to workforce diversity.

How We Got Here

HireReach began as a pilot to extend the Evidence-Based Selection process, a framework for Skills-Based Hiring, for more employers to emulate. The principals of Metrics Reporting, Inc. – the creator of the JOFI assessment system – have been involved at every step:

Federal ETA WIRED grant supports development of competency-based hiring innovations in West Michigan, along with formation of a Health Care Employers Council. Metrics Reporting connects with Mercy Health (now known as Trinity Health) around their shared goal to improve talent systems.

2005-2008

Building on the Mercy Health project, Metrics Reporting and community partners leverage private foundation funding to launch HireReach. The objective is to scale the implementation of Evidence-Based Selection to other employers.

The initial goal was to reach five employers in three years; improved efficiency allowed 34 organizations to complete the program in that time.

JOFI tools and technology enable accelerated program completion and adoption: A process that previously took 12 months can now be completed in a five-month Academy.

2019-2022

Metrics Reporting supports Mercy Health in developing and launching an Evidence-Based Selection program for its hiring in West Michigan.

After hiring 10,000 candidates using the Evidence-Based Selection process, Mercy sees 23% reduction in turnover, 16% reduction in time to fill, 100% increase in workforce diversity.

2010-2017

HireReach Academies launch in Southwestern Michigan communities of Battle Creek and Kalamazoo.

2022-2023

Evaluations Drive Enhancements



In its work with nearly 50 employers over the past four years, HireReach has continuously improved using participant feedback. This includes four¹ quantitative and qualitative evaluations:

- 2020: An internal sustainability and scaling assessment
- 2018-2022: Third-party early implementation evaluation by DVP-Praxis
- 2022: Programmatic and implementation surveys by DVP-Praxis
- 2022-23: Third-party in-depth interviews with participants

The findings were overwhelmingly positive, with participants citing:

- Expert, customized support of HireReach team
- A streamlined, standardized, more objective process
- Personality and skills assessments contributing to better fit and higher-quality hires
- Reduced bias in the hiring process
- A deeper understanding of the structure of jobs
- Increased internal promotions
- Reduction in turnovers
- A legally defensible, streamlined, centralized and well-defined hiring process

¹A comprehensive report on the four evaluations can be provided upon request.

A Better Program With Better Tools

A skills-based approach to hiring and promotion assesses the whole person, not just their resume. HireReach and JOFI® provide a structured, data-driven approach to identify competencies related to job performance, reliable tools to measure them, and a standardized, consistent process proven to increase the quality of hires. Here's how HireReach helps employers overcome common challenges to implementing Skills-Based Hiring:

Challenges	HireReach Solutions
Resistance to change	The Academy has a robust change-management component, plus the support of an ever-growing alumni network
Complexity of competency mapping and definition	HireReach uses O*NET information, JOFI job families, and JOFI score profiles to streamline job analysis and validation
Skills measurement tools are hard to procure/use and can be expensive	HireReach provides free access to JOFI's best-in-class measurement tools and dedicated support is provided; JOFI is also budget friendly, providing multiple assessments for less than \$20 per test taker
Intelligent and objective comparison of individual's competencies and job requirements	JOFI's user-friendly compensatory scoring provides a systemic way of processing competency data from multiple domains and comparing to job requirements without bias or noise
Time commitment	Participants in the 100% virtual HireReach Academy will be ready for adoption of Skills-Based Hiring in five months; JOFI provides immediate access to validated assessments
Supporting data-driven decision making across the talent lifecycle	JOFI's Job Fit reports help applicants understand their interests and abilities; existing employees can develop and identify their career path within the organization

Discover the advantages of HireReach.

Years of development, evaluation and improvement have established HireReach as a leader in skills-based hiring. Discover how HireReach can help your organization implement a skills-based approach to hiring. Learn more: hirereach.org/academy

Options for Engaging Metrics Reporting and the HireReach Team

- Individual employers can connect with us for help implementing skills-based hiring.
- Employer groups can connect with us to host a HireReach Academy with a cohort of employers.
- Skills-Based Hiring initiatives can connect with us to embed our technical solutions within existing frameworks.

Contact the HireReach team at: info@HireReach.org.

Contact Metrics Reporting JOFI team at: support@JOFIscore.com.

 **HireReach Academy**
hirereach.org/academy