

EMPLOYER SPOTLIGHT: W.E. Upjohn Institute for Employment Research

WE. UPJOHN
INSTITUTE
FOR EMPLOYMENT RESEARCH

How a private, nonprofit research organization used JOFI[®] to implement an evidence-based selection process for its entire workforce.

THE EMPLOYER

The W.E. Upjohn Institute for Employment Research, headquartered in Kalamazoo, Michigan, employs 150 people, including researchers, analysts, visiting scholars, workforce development staff, and support staff.

THE CHALLENGE: IMPROVE SELECTION PROCESS

Upjohn sought to improve efficiency and reduce bias in its hiring, addressing steps in its strategic plan to increase diversity.

THE SOLUTION

After enrolling in HireReach,¹ Upjohn launched an evidence-based selection process using JOFI in 2022. Rather than starting with a pilot, the organization implemented the process across all job families. Twenty-eight external hires had been completed using JOFI as of Aug. 30, 2023.

THE RESULTS

- Greater efficiency and consistency
- Reduced bias
- Greater collaboration with newly formed internal DEI group
- Evaluations now offered to existing employees for career navigation

¹The integrated selection, career navigation and team-building technologies of JOFI power the evidence-based process promoted by HireReach, an initiative that West Michigan employers have been using to meet their talent demands since 2019. HireReach grew out of a 10-year collaboration of Trinity Health and Metrics Reporting Inc., the creator of JOFI, to redesign and optimize their hiring process. The success of this pilot created the framework for HireReach to extend the evidence-based process for other employers to emulate, with JOFI as a key component.

“(JOFI Assessments) take a lot of guesswork out of determining if the employee would be a good fit. It also assists with finding quality candidates who are serious about the role they applied for.”

— SARAH SCHIEBER
Recruitment and
Administration Specialist
Upjohn Institute

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Data-driven accuracy in hiring,
career navigation, and team building.

Discover how JOFI's proven tool set can help you accurately match the right people to the right job and career paths where they can thrive.

