

# TalentNEO

## Connecting Employers and Jobseekers Through a Common Language – Skills



### WHAT IS TalentNEO?

TalentNEO connects companies and jobseekers in NE Ohio using WorkKeys® assessments to articulate and quantify cognitive workplace skills. Driven by business and supported by multiple stakeholders, TalentNEO promotes and supports employers' use of WorkKeys skills scores in their hiring process to increase applicant pool size, improve retention rates, and reduce costs. TalentNEO aims to expand employment opportunities for jobseekers who have the required skills but lack the educational credentials or experience traditionally used to screen job applicants.

### WHAT IS SKILLS-BASED HIRING?

TalentNEO uses WorkKeys as a validated reference for both the candidate's current skill levels and their ability to effectively learn on the job. It's an additional tool that can be used to predict a candidate's ability to successfully do the job, especially since this is not always immediately apparent through education levels and resumes. TalentNEO uses objective and validated measures of workplace skills for jobs across all levels from entry to executive.



### SKILLS-BASED HIRING WORKS FOR EMPLOYERS

**25-75%** Reduction in turnover

**50-70%** Reduction in time-to-hire

**70%** Reduction in cost-to-hire

**50%** Reduction in time-to-train

Innovate+Educate, The U.S. Skills Gap  
[http://www.innovate-educate.org/files/uploads/Skills-based\\_Hiring\\_v7.pdf](http://www.innovate-educate.org/files/uploads/Skills-based_Hiring_v7.pdf)

**VISIT TALENTNEO.ORG TODAY!**

## THROUGH TalentNEO, INTEGRATING SKILLS-BASED HIRING INTO YOUR EXISTING HIRING PRACTICES IS FREE AND TAKES JUST A FEW SIMPLE STEPS:

1

### Post Jobs

Begin taking advantage of skills-based hiring by becoming a TalentNEO Partner Employer when you post your jobs on OhioMeansJobs.com.

2

### Review Skills Scores

The Ohio Means Jobs website adds preferred skills scores to your job posting for free when you post on OhioMeansJobs.com.

3

### Find Your Next Employee

Search OhioMeansJobs.com for candidates who have skills scores that match to your job. Candidates may also submit their skills scores and resume to you from the Ohio Means Jobs website.

## WHAT ARE WORKKEYS® ASSESSMENTS?

WorkKeys assessments were created by ACT—the makers of the college entrance exam. WorkKeys assess real world, workplace skills needed for most jobs. Job seekers can register to take proctored WorkKeys assessments at one of several local locations. Visit ACT for more information about WorkKeys assessments: <http://www.act.org/content/act/en/products-and-services/workforce-solutions/act-workkeys.html>.

## WHICH ASSESSMENTS ARE UTILIZED?

Extensive research and data from nearly 20,000 occupations has identified three foundational skills essential to success in most jobs:

- Applied Math: applying mathematical reasoning to work-related problems.
- Graphic Literacy: using information taken from workplace graphics such as diagrams, floor plans, charts, and graphs.
- Workplace Documents: reading and using work-related instructions, policies, and written text.

TalentNEO makes other assessments available to meet your needs including Applied Technology and Workplace Observation.

## I HAVE ADDITIONAL QUESTIONS. WHERE CAN I GET MORE INFORMATION?

Visit TalentNEO.org, and for more information, please email Rebecca Kusner, [rkusner@newgrowthgroup.org](mailto:rkusner@newgrowthgroup.org) to connect to the person leading the work in your sector.



**VISIT TALENTNEO.ORG TODAY!**