

Factsheet: Predictive Hiring

What is Predictive Hiring?

Predictive Hiring identifies at the application stage the candidates who have the potential to be high performers in the job.

What is the business impact?

- Higher-performing, longer-staying employees
 - 250% increase in profitability per employee; 50 - 80% reduction in turnover
- Cost savings from fewer mis-hires
 - 46% of new hires fail in the first 18 months; total cost of a mis-hire can be 15-30x annual salary

How does it help HR?

- Faster, easier hiring process that delivers detailed success-predictive profiles on each candidate for final selection
- Up to 75% reduction in cost of hire
- Fully automated online & compatible with Applicant Tracking Systems
- Legally defensible selection method
- Reliable, accurate & consistent basis for future performance management

What does HR have to do?

- < 5 minutes Employer registers with Matchpoint Careers and selects assessment package.
- < 10 minutes Employer Profiles Job
- < 30 minutes Employer reviews rank order of candidates and views Match Reports to select candidates for final selection

What do candidates have to do?

- < 60 minutes Candidates complete assessments via dedicated employer assessment platform.
 - As an incentive to completion, each candidate who takes all the assessments will receive a Personal Predictive Psychometric Profile. This gives them insights into their potential without revealing anything about their fit with the job for which they have applied.