



RealTime Talent

October 2017



Our Work

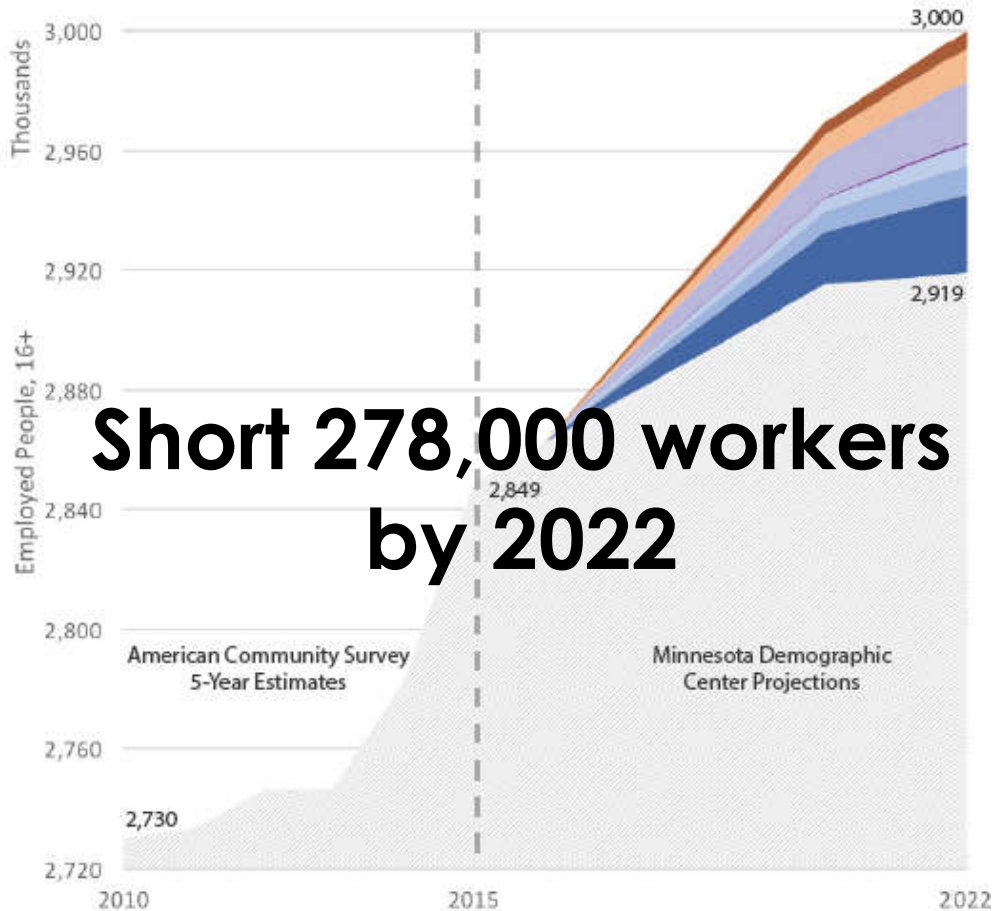
Public-private innovation hub that provides research, consulting and tools to increase the effectiveness and efficiency of the workforce and education ecosystem in Minnesota

- Create more informed, market-oriented decisions
- Increase alignment of employer needs, academic programs, students, and job seekers
- Provide consulting services to a range of stakeholders
- **Board members:** MN Chamber, employers, industry associations, colleges and universities, DEED
- **Other major partners:** MSPWin, employment resource providers, DOLI

www.realtimentalent.org/



The Problem We Face



October 2016 by Erin Olson. Advising on data sources provided by the Minnesota Population Center and Wilder Research.

Insufficient Labor Pool & Inefficient Labor Market

- Slowing labor force growth
- Slowing placement rates
- Unemployment/underemployment artificially high
- Dropping retention rates, rising turnover rate
- Traditional talent pools tapped & dwindling
- Limited ability to attract diverse candidates



The Problem We Face

Ineffective & Inadequate Connections

Job Descriptions are:

- Out of Date
- Contain misspellings and other errors

Therefore, resumes:

- Are rebuilt to fit inadequate job descriptions
- Inflate skills and experience

And so, candidate selection includes:

- Key word searches/skimming of resumes
- Unconscious bias
- Chance



The Problem We Face



82% of workers

are open to & seeking new job opportunities
(JobVite's Job Seeker Nation Study, 2017).

MINNESOTA
CHAMBER *of*
COMMERCE

RealTime Talent

EXCHANGE

**Free to Job-Seekers
and Career Services**

**Employers pay \$39 per job
or \$19 per internship post**

<https://www.mnchamber.com/grow/mn-job-match>



The RealTime Talent Exchange/ MN Job Match

The Basics

- Efficient on-line matching of job seekers and positions
- Surveys candidates and employers about needs, interests, abilities, and workplace preferences
- Uses matching algorithms to stack and rank best matches

Strengths

- Cuts time and cost
- Reduces hiring bias
- Serves needs of small, mid-sized, and larger employers
- Innovation in integration of work culture, soft skills, and tasks
- Employer and job-seeker become more equal parties in the job search
- Extensive report capabilities



Post Opportunities

Post Your Opportunity

[Opportunity Information](#) | [Job Titles](#) | [Questions](#) | [Publish](#)



Manage Opportunities

System Matches

Requests

Connections

General Information

Opportunity Type

Job (\$39 per position)

Number of Openings

1

Total cost: \$ 39.00

Full-Time Part-Time Seasonal

Position Title

Technology Support Specialist II

Opportunity Overview

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Assist in all aspects of organization technology support. Focus on supporting users of software, hardware and telephone technologies.

Employers enter system by building a short profile on the company – then move to the “posting” process.

This description is the summary used for public distribution to up to 5,000 national job boards.

Employers may mark a posting as **“sensitive.”** Sensitive postings will not be matched to current or past employees.

Is this a sensitive listing?

No Yes

* Selecting Sensitive Listing will not remove your company name from your posting itself, which is visible to candidates on your match list.

Hide company name and address in tweets and public links

Do not match to current or past employees



Short Questionnaire about Job Characteristics

Getting Started

- 1 Set Search Criteria
- 2 Answer Questions
- 3 Complete Your Profile

Answer the Following Questions

Computer Network Support Specialist

How much interest do you have in training users in procedures related to network applications software or related systems?



How much interest do you have in evaluating local area network (LAN) or wide area network (WAN) performance data to ensure sufficient availability or speed, to identify network problems, or for disaster recovery purposes?



Parallel questions asked of employers and job-seekers from a perspective of work preferences and skill.

Answer average of 20-30 questions on specific skill requirements of position.

Questions concentrate on job characteristics and activities, plus two questions on organization culture.

Leadership Opportunity in Red Wing

Approaches

- Link to existing portal
- Host branded portal
- Lead through collaboration with key partners

Branded Host Portals

