



## AN INNOVATIVE SOLUTION TO LABOUR & SKILLS SHORTAGES

### **ALiGN: Talent Assessment and Job Matching for Labour Shortage Occupations**

In a tight labour market and growing economy, under-represented groups continue to struggle with finding employment. ALiGN, developed by OTEC with industry and partners from across the country, provides a scalable solution for matching the right talent to the right opportunities.

#### **SCIENCE BASED**

The ALiGN Network leverages the most sophisticated psychometric assessment and matching methodologies to establish job fit characteristics for candidates that lack transferable skills or experience.

#### **INDUSTRY DRIVEN**

Employers evaluate the most desirable behavioural characteristics in target occupations. OTEC then benchmarks these qualities to motivated, reliable and dependable employees in real workplaces.

#### **RESULTS**

**30% higher employment success rate for those identified as a natural fit for specific occupations vs. those with a low-fit.**

# HOW ALIGN ENHANCES SECTOR-BASED WORKFORCE DEVELOPMENT

## ALiGN is a referral management system for sector-based employment and training providers



Training and employment service providers are able to identify job seeker fit against a range of locally available job opportunities and can manage job seeker status and fit through a convenient dashboard.

## ALiGN is a single access point for employers to connect to under-represented labour pools



Employers can accept referrals based on the knowledge that an objective benchmark has been met and can engage directly with candidates that are best suited for the job.

## WHY IS THIS DIFFERENT?

### Traditional Approach

Job matching based on qualifications & work experience

Emphasis on recognizable transferable skills

Focus on previous experience

Focus on general skills

Rigid training curriculum for all participants



### ALiGN Approach

Job matching based on un-biased personal fit to role

Emphasis on fit & potential in the absence of transferable skills

Identifies opportunities for on-the-job training

Focus on sector-specific skills & attributes

Flexible training based on individual interests & needs

## ALIGN IS DESIGNED TO:



### Confront the Labour Crisis

Create a talent pipeline that can address sector-specific workforce needs at both a local and national level.



### Activate the Untapped Workforce

Identify fit in the absence of transferable skills by transforming the way employers engage and evaluate candidates.



### Streamline Employment

Target only the skills and attitudes required to secure and retain employment.



### Build HR Capacity

Help employers define the right "fit" for labour shortage occupations with advanced psychometrics to improve attraction and retention results.



### Contribute to Systems Change

Create an infrastructure that supports sector-based employment training in collaboration with community networks across Canada.

To learn more about ALiGN, please contact:  
Adam Morrison, V.P. Projects and Partnerships, OTEC  
e. [amorrison@otec.org](mailto:amorrison@otec.org)  
p. 416.622.1975 ext: 236 / t.f 1.800.557.6832

