



Care Advantage is an online screening platform used to support frontline recruitment and selection decisions as well as staff development across the employee lifecycle. The platform has two components:

1. A proven psychometric

Its foundation is a proven psychometric that assesses key personality traits as well as counter-productive work behaviours. These assessments provide highly relevant insights into individual values and behaviours for selection, promotion or development decisions.

Personality Traits assessed

- ✓ Resilience
- ✓ Rule abiding
- ✓ Interpersonal skills
- ✓ Conscientiousness
- ✓ Emotional stability
- ✓ Team orientation

Counter-productive attitudes assessed

- ✓ Hostility
- ✓ Dependability
- ✓ Integrity

Care Advantage is fully validated and, for over 10 years, has been endorsed by the British Psychological Society. In Australia, our users screen thousands of applicants each month for frontline care roles in residential, home care and disability settings, including RNs and Ancillary Staff.



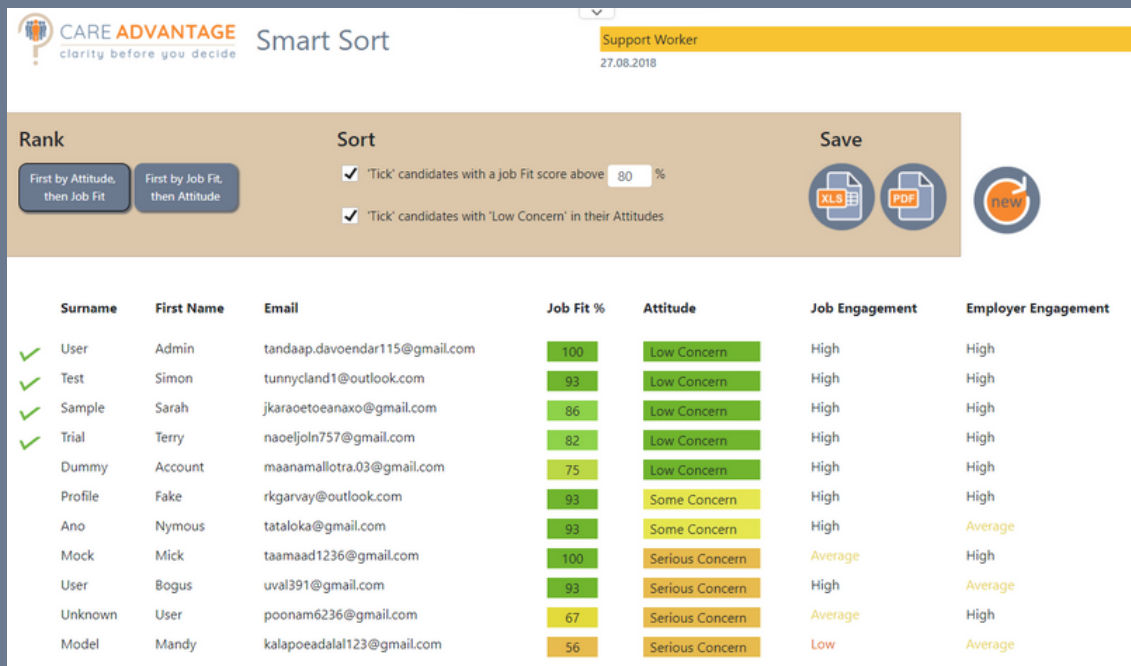
"Use of the Care Advantage applicant profiling tool has assisted integratedliving to stabilise our workforce and enhance customer experience by ensuring that we select and retain capable and motivated staff who represent a great fit for our Organisation and the work that we do."

Catherine Daley - CEO - Integratedliving

2. An analysis database

Care Advantage then, through its database, compares the applicant's psychometric profile to benchmarks profiles derived from 'good performers' in the same role. Benchmarks exist for over 40 care and related roles.




The result of this comparison is a job fit score. This score allows the system to rank and list candidates within the applicant pool based on their job fit as well as their risk profile, derived from the counter-productive work attitudes scales.



CARE ADVANTAGE Smart Sort
Support Worker
27.08.2018

Rank
First by Attitude, then Job Fit
First by Job Fit, then Attitude

Sort
☒ 'Tick' candidates with a job Fit score above 80 %
☒ 'Tick' candidates with 'Low Concern' in their Attitudes

Save




Surname	First Name	Email	Job Fit %	Attitude	Job Engagement	Employer Engagement
✓ User	Admin	tandaap.davoendar115@gmail.com	100	Low Concern	High	High
✓ Test	Simon	tunnycland1@outlook.com	93	Low Concern	High	High
✓ Sample	Sarah	jkaraetoanaxo@gmail.com	86	Low Concern	High	High
✓ Trial	Terry	naoeljoln757@gmail.com	82	Low Concern	High	High
Dummy	Account	maanamallotra.03@gmail.com	75	Low Concern	High	High
Profile	Fake	rkgarvay@outlook.com	93	Some Concern	High	High
Ano	Nymous	tataloka@gmail.com	93	Some Concern	High	Average
Mock	Mick	taamaad1236@gmail.com	100	Serious Concern	Average	High
User	Bogus	uval391@gmail.com	93	Serious Concern	High	Average
Unknown	User	poonam6236@gmail.com	67	Serious Concern	Average	High
Model	Mandy	kalapoeadalal123@gmail.com	56	Serious Concern	Low	Average

Quickly identify high-potential, low-risk candidates early in the recruitment process

Care Benchmarks: Personal Care Worker | Support Worker | Registered Nurse | Clinical Nurse Coordinator | Care Manager | Home Care Assistant | Assistant in Nursing | Scheduler | Social Worker

Other Benchmarks: Administrator | Customer Service | Chef | Maintenance | Driver | IT | Recruiter | Call centre | Financial | Management | Purchasing | Sales | + Many more!

When it's used

Care Advantage can be used at any stage in the screening process however a key benefit is its capacity to cost-effectively screen larger frontline applicant pools. Our clients use it either as a first screen straight after a candidate has applied, or mid-way through the funnel, after an initial (CV/phone) screen.

Because the platform is branded with your logo and colours, it becomes a seamless part of your recruitment process.

✓ **Screen before you look at resumes to quickly identify which resumes to grab first**

✓ **Use the reports during the interview to dig deeper**

✓ **Use the reports for ongoing development and succession planning**

The assessments

The Care Advantage platform has 4 assessments. They are set at age 12 reading level and can be used in any combination or at any stage through the screening, on-boarding and development process.

Traditionally the Personality and Attitudes assessments are used for frontline recruitment screening, which takes candidates under 15 minutes to complete.

- ✓ **Personality / Job Fit**
45 questions - 7 minutes
- ✓ **Attitudes**
27 questions - 6 minutes
- ✓ **Cognitive**
30 questions - 7 minutes
- ✓ **Engagement**
30 questions - 7 minutes

The assessments are completed online and are mobile friendly

The reports

Once a candidate/employee has completed the required assessments, a wide variety of reports can be generated from the platform or automatically sent via email.

The reports are short, visual and include interpretation comments. They flag high-risk areas and include targeted behavioural-based questions to allow for deeper investigation at interview.

Assessment Reports

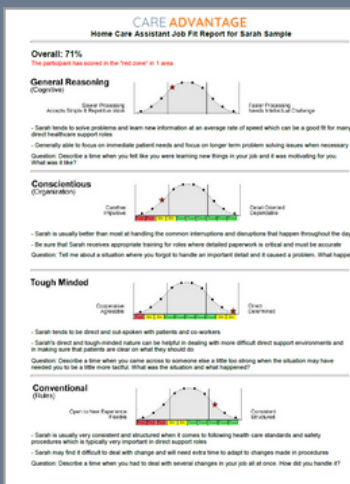
- Personality/Job Fit with or without cognitive score
- Attitudes
- Engagement

Development Reports

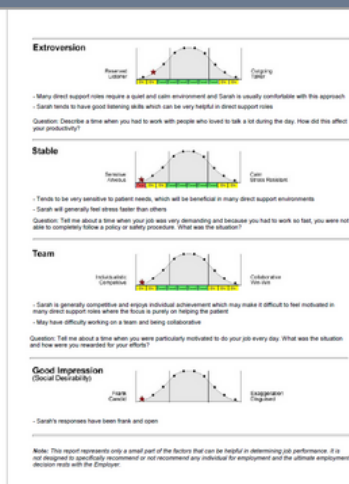
- On-boarding
- Training & Coaching
- Leadership Identifier
- Leadership Self- Development
- Leadership - Management

Feedback/Vocational Reports

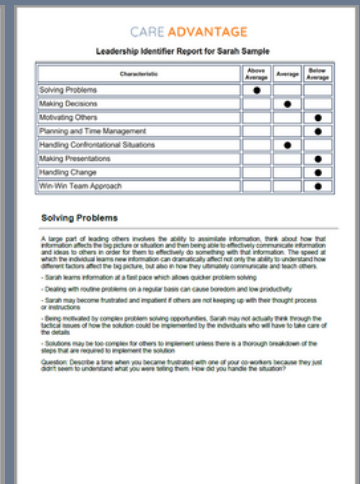
- Career Trait Profile
- How to interview your next employer
- How to pick your next employer
- Job Match overview



Job Fit Report



Attitudes Report



Leadership Identifier

All licences include unlimited generation of all reports

Benefits

Care Advantage delivers significant benefits in the following areas:

1

Stabilises your frontline workforce

It helps to reduce hiring mistakes and thus staff turnover. It delivers a higher calibre short list. Fast.

2

Improves risk management

It provides insight into the critical personality, values and behaviours for care roles. It also provides a low-touch oversight of selection decisions at site.

3

Improves recruitment processing efficiencies

It helps to quickly identify strong job fit, low risk candidates and it reduces the time and cost related to reviewing candidates who were never going to be hired.

4

Identifies hidden talent in candidate pools

It looks at candidates in an unbiased way, identifying candidates with the right fit and attitudes for the role where experience or education is not as important.

"We've reduced our recruitment timeframe by up to 50%, from 4 weeks down to 2 weeks, through the integration of Care Advantage and other enhancements to our recruitment program."

Stephanie Jones - Customer Service and Recruitment Manager - Integratedliving

Pricing

Care Advantage is highly cost-effective with the largest ROI derived from a reduction in staff turnover. We have two pricing options, with both options including the full suite of assessments, all the reports, all care and related benchmarks, ongoing training and support.

Unlimited-Use Annual Licence

Ideal for screening high in the recruitment funnel throughout the business. Most cost-effective option to achieve time saved recruiting, manage risk and reduce staff turnover.

Pre-paid Unit Packs

Best for screening lower in the recruitment funnel or for smaller organisations.