



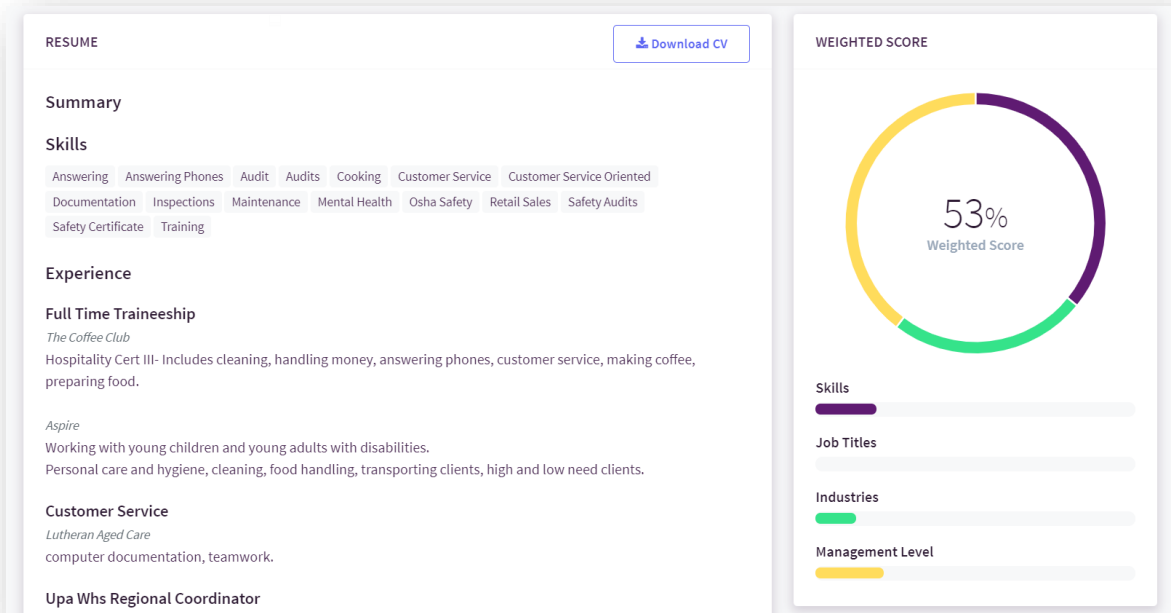
Understanding CV weighted job match scores

**Ranking the Candidates
Methodology**

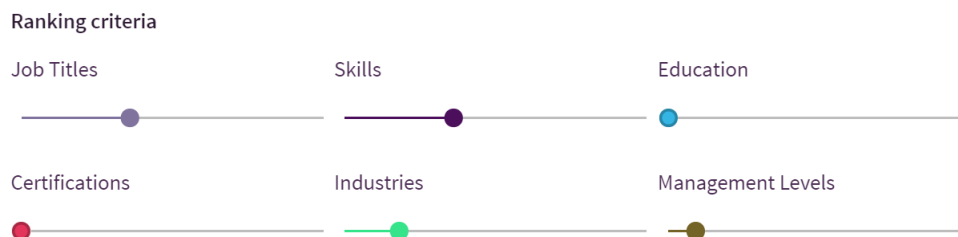
Using CV Job Match Scores to Rank Candidates

The PowerHouse Workforce platform automates many of the tasks and processes related to recruitment. One of the key features is the auto-reading and ranking of candidate CVs. When an applicant applies for position, their CV is assessed against the job role position description. The evaluation is based on a pre-programmed job ranking criteria that includes education, industry, experience, skills, management level, job titles, languages and more.

Hiring managers and recruiters use the CV ranking scores as an indicator to help them assess large numbers of candidate applications quickly. The CV Job Match Score is simply an indicator that recruiters use to assist the shortlist process. In addition to posting the job match score, it is standard practice to download the CV and evaluate the candidate match to the job.



A sample of the Job Ranking Criteria is presented below:



Ranking Criteria:

- The ranking is based off the following criteria:
 - **Work Experience** – the more experience, and the most recent experience related to job description gets a higher score
 - **Education** – The more suitable qualifications the higher the score, sometimes the specific qualifications need to be programmed in as they are specific to local locations
 - **Certifications** – specific certifications need to be programmed in related to location and job
 - **Job Title** – the more years in the same or similar job title to job description the higher score.
 - **Industries** – amount of years' experience in industry related to job description the higher the score.
 - **Management Levels** – assess management requirements for the job.
 - **Skills** – match of the skills required by the job description; also, most recent skills matched.

Note – the ranking AI may determine that some of these attributes are not relevant for the job, so they may not appear in the weighting.

- The weighting of these criteria can be changed and it will adjust the overall score.
- The score is an evaluation of the match between the position description and the CV. The score:
 - does not necessarily rank the top candidates with high job match scores
 - is a real reflection of the candidate's skill, experience and education in relation to the job.
 - is very difficult to rank a candidate with a job match of 100% as they need to record the highest score in each category

Guideline for the scores:

The ranking match is a current evaluation of the candidate, The weighted score does not necessarily mean that a candidate cannot do or perform well in the job. As a guide to understanding the weighted job scores, please review the following score range and descriptors.

Score Range	Description
0% - 10%	No experience in job and industry, has skills, willing to learn, newly trained
11% - 20%	No experience in job but has similar skills form other jobs, newly qualified and trained
21% - 50%	Relevant experience in jobs closely related to job or maybe first year in job, not direct job experience, has skills and recently qualified but still needs to gain experience in the job role.
51% - 75%	2-10 year's experience in the job, qualified, skills matched
>75%	>10 years' experience, recent 5 year's experience is relevant to job, skills match to job requirements and qualified (if required)

Note graduates scoring low do not mean they cannot do the job The score is just a reflection that the AI will rank higher recent relevant work experience and skills.

Summary

- The Candidate CV is evaluated against the Job Description, and is provided a matching score
- The more detailed the job description the better the AI works
- This matching score is doesn't mean the candidate can't do the job. It is an overall reflection of how much experience the candidate has had performing the skills required for that particular job.
- The purpose of the score is not to decide which is the best candidate as that is up to the recruiter. Its purpose is to rank the most relevant experienced to the top based on experience, job title, qualifications and skills.

Work Ready Shields

As the CV weighted job match score is an indicator to help with application evaluations, we also provide the option for a work-ready shield to be generated and displayed next to the job match scores.

The work-ready shield features file uploads, core job skill assessment, compliance, credentials and vaccination certificates.

