

randstad risesmart skilling

powered by brightfit.

Having the right skills at the right time has never been more important or more challenging. As the shrinking shelf life of skills drives the need to continuously upskill and reskill, forward-thinking organizations can help employees get ahead of the curve in their skills and careers to develop a future-proofed workforce.



delivering career intelligence

What is BrightFit?

Randstad RiseSmart BrightFit™ provides current and predictive insights — not just data — about careers and skills, helping current employees and those impacted by workforce restructuring explore roles with a bright market outlook, uncover their skills gaps and identify courses to take their skills to the next level.

How it works.

BrightFit's algorithms analyze real-time labor market data from more than 40,000 sources and over 17,000 associated skills to yield a unique combination of scores that guide individuals to careers with a bright market outlook and a good skills fit.

Why it matters.

BrightFit empowers people to maximize their employability while helping organizations develop agile, growth-minded workforces. Combined with guidance from RiseSmart coaches, individuals choose the best path to future-proof their careers while organizations develop viable and sustainable workforces.

better outcomes

for employees

- provides context for career mobility
- promotes intelligent career decisions
- future-proofs careers
- shortens time to land new roles

for organizations

- engages employees through the pursuit of meaningful careers
- builds productive, agile and sustainable workforces
- reduces talent acquisition costs long-term by building talent internally

85 million jobs will be displaced by 2025 and 97 million new jobs created¹

#1 need among executives is the ability of their people to adapt, reskill and assume new roles²

¹ World Economic Forum, 5 charts showing the jobs of a post-pandemic future — and the skills you need to get them, Oct. 22, 2020

² Deloitte, Five workforce trends to watch in 2021, Dec. 9, 2020

how it works: brightfit report



**market outlook
for this role**
bright

rates a current, desired or similar role based on employer demand, projected growth and risk of automation



**my skills fit
for this role**
medium

is a proprietary score that measures an individual's competence in the skills most important to employers



actionable insights

AI-recommended roles, skills and courses deliver an actionable roadmap for the present and future.

accelerate careers and skills

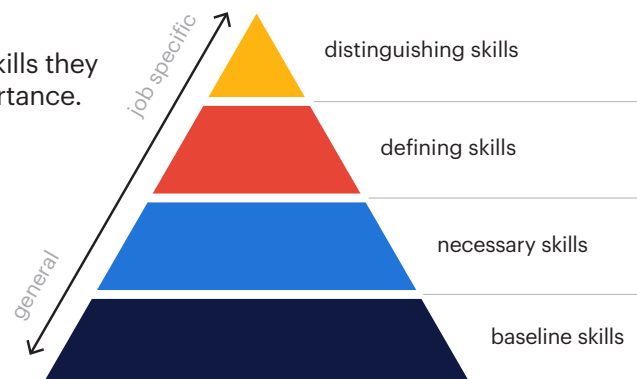
Individuals have multiple ways to explore careers and assess the skills they have — and the ones they need to learn — ranked in order of importance.

roles by:

- location
- salary range
- experience and education
- similar roles
- roles with matching skills

skills by:

- degree of specialization
- employer demand
- projected growth rate



coaching drives it home

RiseSmart career coaches and learning professionals deliver a strategic roadmap for each individual by providing:

- guidance on optimal career and skilling choices
- personalized learning plans drawn from a searchable catalog with 20,000+ courses from leading providers
- the industry's first certified learning advisors, who help individuals stay on track with learning plans
- ongoing coaching to maintain career or job search momentum



career intelligence

By combining data-driven insights with the expertise of our coaches and our experience in career management, RiseSmart delivers career intelligence for individuals at every stage — whether they're pursuing career development, redeploying internally or moving on to their next role outside your company.



risesmart: your agile partner

Only RiseSmart can provide the expertise and innovation with award-winning technology to deliver a truly human-centered, technology-enabled experience that helps organizations and employees expand their capabilities and strengthen competitive advantage.



www.randstadrisemart.com | 877.384.0004, ext. 1 | hello@randstadrisemart.com

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