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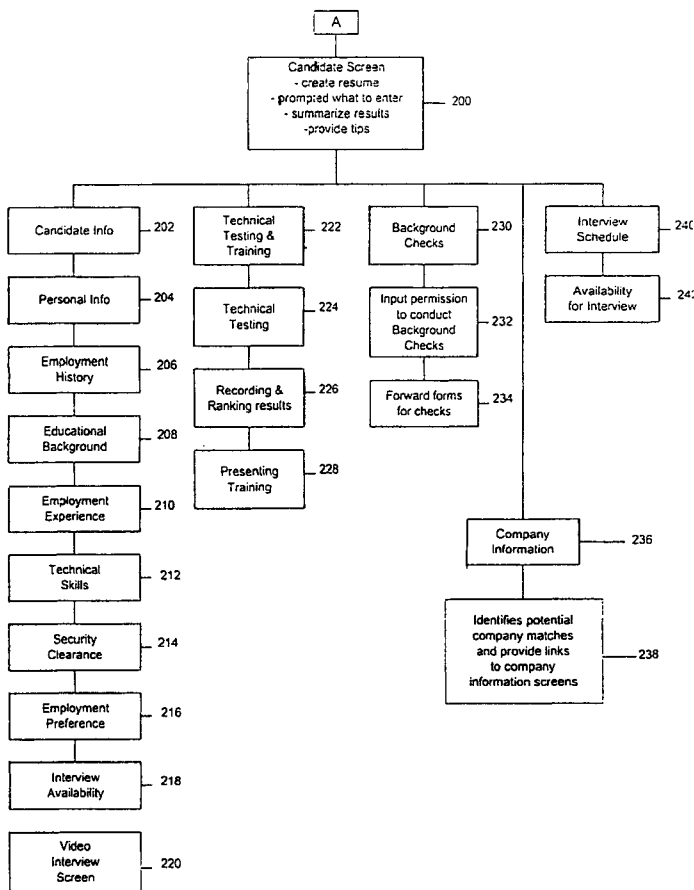
(57) **Abstract:** A system and method for matching employers and candidates is described. A candidate may provide candidate information to create a candidate summary (200). Further, a candidate may be tested on technical skills (224), where the results of the tests are scored and recorded (226), and the candidate is offered skill training based on the results of the tests (228). A candidate may further authorize background cheks to be performed (230), and may note interview availability (241). Employer may input employer criteria for selecting a candidate (236), and candidate summaries may be presented to the employer, allowing the employer to review information about a candidate. Employers may designate the importance of various employer criteria categories, thereby rating candidates. An employer may arrange an interview with a candidate through the present invention, where engaging a candidate and transmitting employment contract documents between the employer and the candidate is facilitated.

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SYSTEM AND METHOD FOR MATCHING A CANDIDATE WITH AN EMPLOYER

Field of the Invention

The present invention relates generally to matching a candidate and an employer based on candidate information and employer criteria, and more particularly to presenting a match via an internet connection and facilitating an employment agreement between an employer and a candidate.

Background of the Invention

Matching employers and candidates is an ongoing process. Employers work to find candidates to fill positions for a variety of reasons, including retirement of current employees, expansions of the employer's business, or employees leaving for various reasons. Candidates may be searching for employment for various reasons, including dissatisfaction with a current job, new skills, changing career or termination of a previous job.

One known method for matching a candidate with an employer comprises posting a resume, such as physically posting a resume or posting the resume on the internet. Resume posting, however, may suffer from the drawback of containing limited information. A resume will contain only the information supplied by the candidate. Some information, such as the level of skill in certain areas, may not be quantifiable on a conventional resume posting. Further, a candidate may not receive feedback regarding skills and information on the resume, including any deficiencies noted by employers or suggestions to improve skills.

Another method for matching candidates and employers may comprise an employer listing vacant jobs, such as physically listing job opportunities with an employment agency or posting jobs to an internet website. Posting job listings, however, may suffer from the drawback that an employer has no control over candidates who apply. This may lead to candidates applying who lack the requisite skills for a job, thus causing the employer to incur increased cost in filling a particular job. Additionally an employer or human resource department must facilitate interaction with the candidate,

such as setting up an interview and exchanging contractual documents between the employer and the candidate.

These and other drawbacks exist.

Summary of the Invention

An object of the present invention is to overcome these and other drawbacks in existing systems and methods.

Another object of the invention is to provide a system and method for proactively matching a candidate and an employer.

10   Another object of the invention is to provide a system and method for creating a resume to assist a candidate in obtaining employment.

Another object of the invention is to provide a system and method for testing candidate skills and providing a candidate training based on candidate selections or results of testing.

15   Another object of the invention is to provide a system and method for facilitating an interview between an employer and a candidate by creating a schedule to arrange a real-time interview, or by preparing a taped interview.

Another object of the invention is to provide a system and method for presenting candidates to an employer based on predefined employer criteria.

20   Another object of the invention is to provide a system and method for facilitating employment negotiations between an employer and a candidate by assisting in candidate engagement and presenting employment contract documents

Another object of the invention is to provide a system and method for quantifying candidate information and calculating a quantitative candidate rating for determining if a

25   candidate qualifies for an employer's position.

These and other objects of the invention are accomplished according to various embodiments of the invention. According to an embodiment of the invention, a candidate may provide candidate information, including personal information, employment history, educational background, employment experience, technical skills,

30   employment preference, interview availability, and other information and may video tape an interview. A candidate may be tested on technical skills, where the results of the test

are scored and recorded, and the candidate is offered skill training based on the results of the test. A candidate may further authorize background checks to be performed, and may indicate interview availability.

According to another embodiment of the invention, an employer may input employer criteria for selecting a candidate, including candidate information, including personal information, employment history, educational background, employment experience, technical skills, employment preference, and interview availability. Candidate summaries may be presented to the employer, allowing the employer to review information about a candidate. An employer may then view an interview schedule for a candidate and offer a candidate an interview. A system and method according to the present invention may facilitate an employer engaging a candidate and transmitting employment contract documents between the employer and the candidate.

According to another embodiment of the invention, an employer may rank the importance of search criteria for rating a candidate and may designate a rating level for a candidate. Candidate information may be received and quantified, and a candidate rating may be calculated based on the ranked search criteria and the quantified candidate information. Candidates whose ratings meet the designated level may be presented to an employer.

Other objects and advantages exist for the present invention.

Brief Description of the Drawings

Figures 1A-1C are flowcharts for the presentation of web pages for matching a candidate and an employer according to an embodiment of the invention.

Figure 2 is a flowchart for searching for a candidate according to an embodiment of the invention.

Figure 3 is schematic diagram of a system for matching a candidate and an employer according to an embodiment of the invention.

Detailed Description of the Preferred Embodiments

The present invention is described in relation to matching employers and candidates in an internet environment. Nonetheless, the parameters and characteristics

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