



Case Study

Manpower International

Manpower uses First Advantage's skills tests to screen hundreds of thousands of job applicants in nine languages on five continents.

Manpower International, one of the world's largest staffing organizations, has been providing temporary staffing and other services to companies worldwide since 1948. With 400,000 customers worldwide, Manpower screens hundreds of thousands of candidates every year for jobs in over one hundred countries.

Challenges

When Manpower decided to standardize its software skills testing, the company turned to SkillCheck® skills assessments from First Advantage. With its own in-house department of testing specialists to help analyze and develop testing products and programs, Manpower will only work with outside testing vendors capable of developing a product to Manpower's exacting standards.

Real-world Solutions

The result of the collaboration between Manpower and the First Advantage Assessment Team was Manpower SureSkill, a Manpower-branded assessment product designed to measure employee competencies with popular office software such as Microsoft Word, Excel and PowerPoint, Lotus 1-2-3, Microsoft Windows and more.

Manpower conducted its own research to determine the test items needed to create valid assessments for a variety of employee job roles. Once that research was completed, First Advantage could quickly develop exams that matched that content study using item banks of hundreds of high-quality performance-based test items. Once tests were constructed that met Manpower's needs for content validity, the exams were put through additional rigorous testing to meet Manpower's needs for criterion validation.

Raising The Profile

The First Advantage Assessment Team has since translated Manpower's SureSkill product into French, Spanish, German, Dutch, Italian, Portuguese, Norwegian and Japanese for use on five continents. First Advantage also provides Manpower with additional test content and test management tools, including the Manpower TestCenter, which is used to manage a variety of tests from multiple vendors.

**For more information, contact us at 866.400.FADV (3238),
or visit us at www.FADVassessments.com**