



Case Study

Professional Staffing Group

First Advantage's time-adaptive testing cuts staffing firm's average testing time in half while still delivering high-quality predictive results.

Professional Staffing Group (PSG), a successful, high-volume staffing firm located in the heart of Boston's financial district, specializes in office support, creative and financial placements. The firm's innovative staffing practices, including its Guaranteed Work and Free Temp for a Day programs, have made them one of the fastest growing firms in the region.

"Not only did TalentScout significantly reduce the time required to test candidates in critical job skills, it also produced a better overall testing experience for job candidates... TalentScout's testing efficiencies will actually permit us to renegotiate our lease because we can now test twice as many candidates without having to add any more workstations. This is the test for the staffing industry."

**-Aaron Green, President
Professional Staffing Group**

Time Savings

First Advantage partnered with PSG to conduct a four-month study that would measure the advantages of time-adaptive skills testing over traditional skills testing in a real-world staffing environment. The study revealed that when PSG moved from the traditional computer-based testing it had been using to time-adaptive TalentScout, one of the many tests in the First Advantage Assessment Portfolio, the time needed to test job candidates in the essential Typing, Word, Excel and PowerPoint applications decreased significantly from an average of 55 minutes to an average of 31 minutes, while still delivering high-quality results. Moreover, the number of candidates able to complete testing on all four skills jumped from 50% to 98% and the number of people that took more than an hour to complete the required tests plummeted from 22% to just over 2%.

Cost Saving Results

Fitting with the adage "Time equals money," the financial advantages of reducing test time and enhancing the productivity of the candidate screening process comes in many forms. As PSG President Aaron Green observed: "Not only did TalentScout significantly reduce the time required to test candidates in job critical skills, it also produced a better overall testing experience for job candidates because it eliminated waiting time between tests. As we undergo a major office expansion this year, TalentScout's testing efficiencies will actually permit us to renegotiate our lease because we can now test twice as many candidates without having to add any more workstations. This is the test for the staffing industry."

Real-world Solutions

TalentScout is a revolutionary new skills testing solution that enables staffing professionals to determine, with a single test and in half the time required for traditional testing, whether a candidate has the knowledge, skills and abilities needed to be successful in a particular position. Using advanced testing technologies such as computer adaptive testing and performance-based interactive simulations, TalentScout gives staffing professionals the most information about a candidate in the shortest amount of time, including what further testing or training could turn that good candidate into a great hire.

TalentScout tests are available for Clerical/Administrative, Call Center, Accounting/Bookkeeping, Computer and Internet User, Legal Admin, Light Industrial, Medical Admin, Microsoft Office 2000 User and Power User, Microsoft Office XP User and Power User, Microsoft Office 2003 User and Power User, Microsoft Office 2007 User and Power User.

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

