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SkillCheck Takes on Father Time

As we noted in our October 2003 cover story, testing and skills assessment are growing at a rapid rate as staffing companies increasingly incorporate quality assessments into their business model as a value add and an assurance of quality placements. Skillcheck, a testing pioneer in the staffing industry, has recently released a new application, TalentScout, to help services solve one of their biggest problems in implementing successful testing programs, namely, that testing takes too much time.

“Our customers have been telling us for years that testing takes too long,” relates Jon Haber, president of SkillCheck. “By the time an applicant has been tested on typing speed and accuracy and just a couple of computer applications, he or she may have been sitting at a testing workstation for more than an hour. Combined with the time it takes for candidates to fill out a job application and be interviewed, that person can be in a staffing company’s office for more than two hours.”

The negative consequences of such long test times are many, including frustrated/lost candidates, and a testing-centered recruitment process that leaves little time for in-depth inter-

viewing. “When someone is coming in to apply for a job during their lunch hour, an application, testing and interview process that takes two hours or more doesn’t work, especially during periods of high-volume recruitment,” Haber says.

TalentScout can cut test-taking time to less than a half an hour while providing a staffing service with more information about a candidate than traditional testing.

Each TalentScout test includes questions covering all of the most critical skills for a particular job, such as a clerical/administrative position, accountant/bookkeeper or call center customer service representative. Rather than having to select a battery of tests for a specific job, TalentScout tests all the skills needed for a particular job in a single, efficient test.

Using an adaptive algorithm, TalentScout will present a candidate with a test question on a skill, such as word processing. If the candidate is a wiz and gets the initial question right, the next question will be more difficult. If the question is answered incorrectly, the next question will be easier. Skilled candidates will not spend too much time answering questions below

their ability, and lower-skilled applicants will not be frustrated having to answer questions that are too difficult, Haber reports.

Following the test, TalentScout provides staffing services a complete candidate profile in an attractive format perfect for marketing to customers.

TalentScout is not meant to replace SkillCheck’s flagship Professional Plus assessment product lines for PCs, networks and Internet. “Companies can continue to take advantage of the investments they have made in assessment products from SkillCheck or any other testing provider,” says Haber. **SI**

www.skillcheck.com

