
SUMMARY

Find the Candidates That Best Fit with Pre-Employment Assessments

The effective use of pre-employment assessments increases recruiting efficiency, reduces hiring time, and ultimately improves new hire performance.

WHAT IT IS

Pre-hire or pre-employment assessments enable employers to test candidates for important knowledge, skills, abilities and even personality traits. This could include assessing for job-specific skills, soft skills, and culture fit and includes tools such as competency tests, cognitive ability and problem-solving tests, personality tests, and work samples and simulations.

In 2021, about two-thirds of employers reported using some kind of pre-employment assessment. This has declined slightly during the Pandemic as employers have faced extremely competitive hiring environments. Of the employers that use these assessments, the most common business reasons are to help hiring managers make better selections (62%) and improve new-hire performance (47%). The most common types of assessments that employers use are job-specific skills (52%), competency (38%) and ability/cognitive (37%).

WHAT IT DOES

Assessments allow employers to verify candidates' skills and competencies, which can be better predictors of success than experience alone. This can help employers screen-in higher quality candidates, which can increase recruiting efficiency, reduce hiring time and ultimately improve new hire performance. Thus, assessments can improve the success of an employer's selection process and can improve business outcomes and employee retention in the long run.

To be effective, employers must determine which skills and characteristics are most important to employees' success in a given role and choose assessment tools that effectively test for those critical skills and characteristics. In addition, employers also must verify that the assessment tool is valid and reliable to ensure that they consistently measure the critical skills and characteristics and meet legal requirements of equal opportunity laws.

WHO USES IT

Civitas

VMWare

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Amazon

Walmart

TriNet

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thetalentboard.com

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www.shrm.org

www.businessnewsdaily.com

www.Forbes.com