

TalentScout

It used to be you had to make a choice between your own productivity and the quality of your hires. Now with TalentScout, you can cut pre-employment testing time in half and get more in-depth analysis of an applicant's job-specific competencies



TalentScout is a revolutionary new testing solution that enables you to determine, with a single test and in half the time required by traditional testing, whether a job applicant has the knowledge, skills and abilities needed to be successful in particular position. Using advanced testing technologies such as Computer-Adaptive Testing and performance-based interactive simulations, TalentScout gives you the most


The Cost of Inefficient Testing

When testing is combined with interviewing and other recruitment activities, it can mean a potential employee is in your office for close to two hours! The hidden cost of this inefficient testing includes:

- The inability to test job applicants on all their skills, limiting their placement opportunities.
- Lost candidates, who must often visit your office during a brief lunch break, cannot afford the time to go through your entire testing and application procedure.
- The need to buy additional computer hardware and testing software to accommodate multiple job candidates, each taking an hour or more to be tested.
- The overall loss of office productivity due to testing bottlenecks.

Scope Out Star Performers in Half the Time

Traditional Recruitment		TalentScout Recruitment	
Fill out application	15 minutes	Fill out application	15 minutes
Software testing on two applications	50-60 minutes	Software testing on two applications	20-25 minutes
Interview	15 minutes	Interview	15 minutes
Total time spent in your office	Close to two hours	Total time spent in your office	Under one hour

	TalentScout Test	Skills Measured
	Accounting-Bookkeeping	<ul style="list-style-type: none"> • Accounting Knowledge • Spreadsheet Skills • Verbal and Mathematical Reasoning
	Call Center	<ul style="list-style-type: none"> • Customer Service Orientation • Audio Data Entry - Speed and Accuracy • Customer Service Scenarios
	Clerical	<ul style="list-style-type: none"> • Spelling • Grammar • Typing - Speed and Accuracy • Word Processing Skills • Verbal and Mathematical Reasoning
	Computer and Internet User	<ul style="list-style-type: none"> • Computer Concepts • Operating Systems and Software • Electronic Communication
	Legal Office	<ul style="list-style-type: none"> • Legal Office Spelling • Legal Office Grammar • Legal Office Knowledge • Legal Office Typing - Speed and Accuracy • Word Processing Skills
	Light Industrial	<ul style="list-style-type: none"> • Math • Inspection • Assembly • Drug-Free Attitude • Reliability • Trustworthiness • Candidness
	Medical Office	<ul style="list-style-type: none"> • Medical Office Knowledge • Medical Office Typing - Speed and Accuracy • Word Processing • Medical Office Service Orientation
	Office 2000 User	<ul style="list-style-type: none"> • Office 2000 Common Functions • Word 2000 • Excel 2000 • PowerPoint 2000
	Office 2000 Power User	<ul style="list-style-type: none"> • Office 2000 Common Functions • Word 2000 • Excel 2000 • PowerPoint 2000 • Access 2000
	Office XP/2002 User	<ul style="list-style-type: none"> • Office 2002 Common Functions • Word 2002 • Excel 2002 • PowerPoint 2002
	Office XP/2002 Power User	<ul style="list-style-type: none"> • Office 2002 Common Functions • Word 2002 • Excel 2002 • PowerPoint 2002 • Access 2002
	Office 2003 User	<ul style="list-style-type: none"> • Office 2003 Common Functions • Word 2003 • Excel 2003 • PowerPoint 2003
	Office 2003 Power User	<ul style="list-style-type: none"> • Office 2003 Common Functions • Word 2003 • Excel 2003 • PowerPoint 2003 • Access 2003

What is TalentScout?

TalentScout is a revolutionary new testing system that allows you to determine if a job candidate has all of the skills needed for a job in a single, fast, efficient, accurate assessment. Using TalentScout, you can, in half the time of traditional testing, determine if a candidate has the knowledge, skills and abilities to handle a job.

How can TalentScout save me time and money?

By making use of Computer Adaptive Testing (CAT) and other advanced testing technologies, TalentScout can shrink test time in your office by more than 50%. This means more candidates can be tested in the same number of hours (saving you the cost of additional testing computers). It also means that testing can take a smaller share of the recruitment process, giving you more time for in-depth interviewing of candidates or more time for in depth testing on additional important skills.

How much more efficient and effective would your service be if you could promise job candidates that they could get through the entire screening process in under an hour? How many more candidates could you recruit and place? How much faster could you get candidates into jobs? The revolutionary new TalentScout system brings these and other benefits to your staffing organization.

Don't shorter tests mean less accuracy and detail?

As you can see in the sample TalentScout report on the following pages, a TalentScout exam can provide you with more information about a candidate's abilities in a shorter amount of time.

How does TalentScout determine so much information so quickly?

TalentScout makes use of computer adaptive testing (CAT) which allows a test to adapt or change based on a candidate's response to a particular question. Using adaptive testing, a candidate's skill level can be determined in the shortest amount of time. TalentScout also bundles all of the most job-critical assessments into a single TalentScout test to create a broader profile of a candidate with all inter-related skills required for the job.

What is adaptive testing?

An adaptive test automatically mimics a wise examiner who asks questions based on test takers' responses. Specifically, if an examiner asks a question that is too difficult for the test taker, the next question asked should be easier. If the question turns out to be too easy, a more difficult question should be asked.

We learn more when we accurately direct our questions at the same level as the test taker's proficiency.

For what jobs is TalentScout available?

- Accounting/Bookkeeping
- Call Center Representative
- Clerical
- Computer and Internet User
- Legal Office
- Light Industrial
- Medical Office
- Office 2000 User
- Office 2000 Power User
- Office XP/2002 User
- Office XP/2002 Power User
- Office 2003 User
- Office 2003 Power User

Can TalentScout be delivered over the Internet? How about on my company PCs and networks?

TalentScout is available for both Internet and PC/network delivery.

Do I need to use SkillCheck's other testing products to take advantage of TalentScout?

Regardless of what you are using for software or online assessments, TalentScout can help you get more out of your existing testing system. TalentScout can also be customized to produce reports that look like the ones you are used to seeing.

Item	Score	Target	Pass	Fail	Total
Pop Email	217	335	0	154	1042
Excel	825	300	0	300	2542
Word	1250	480	0	120	5100
PowerPoint	100	25	0	130	430
Outlook	115	0	126	240	364
Access	836	535	0	114	2674
Visio	178	300	0	95	347
Project	105	295	0	65	358
SharePoint	100	225	0	75	300
SharePoint - Disk	130	295	0	100	1020
TOTAL	3772	3030	488	1179	30348

TalentScout-MS Office

Questions and Settings

Product: Call Center

Test Name: Call Center Test

Available Questions: 102

Included Questions: 12

Show only: All

Show only: All

Buttons: Add All, Add Selected, Remove All, Remove Selected, Pool

TalentScout-Call Center

Item	Score	Target	Pass	Fail	Total
UR 52	100	100	0	0	100
Widow's Compensation Claim	100	100	0	0	100
Occupational Health Claims	100	100	0	0	100

TalentScout-Medical Office

The SkillCheck Professional Testing System

The SkillCheck Professional System includes tests on the widest range of competencies in Microsoft Office, clerical, medical, legal, call center, accounting, behavioral, computer literacy, IT, food services, retail sales and light industrial areas.



Innovative pre-employment assessments from SkillCheck give you the insight you need to hire, develop and promote the people who can make a positive difference in your organization. Available for PC, network and Internet deployment, SkillCheck's more than 800 assessments deliver a powerful combination of performance-based and knowledge-based questions, easy-to-use test-creation, and advanced reporting functionality. Need something even more targeted? SkillCheck's agile consulting team can customize a testing solution that will meet your most exacting needs.

