

Candidate Skills Testing With



What is our skills testing package?

We have just purchased a new skills testing package from Thomas International. It includes a series of tests which allow you to measure the proficiency of potential employees as well as establishing the candidate's existing skills. It cost effectively measures a person's skill level and gives competitive advantage by allowing you to select the right people. Thomas International is REC (Recruitment and Employment Confederation) accredited and they understand the need for quality recruitment.

What are the skill tests available?

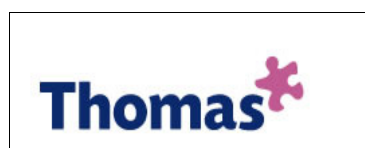
- 🍌 Microsoft Office
- 🍌 Numeracy
- 🍌 Spelling
- 🍌 Secretarial
- 🍌 Shorthand
- 🍌 Email/Internet
- 🍌 Legal and Medical audio typing
- 🍌 Email/Internet
- 🍌 Call centre foreign language
- 🍌 Data Entry
- 🍌 Call centre listening and keying
- 🍌 General Intelligence test

How does it work?

The tests can be completed online. You may chose one test or a selection of tests for a candidate, at the appropriate skill level. Each test is timed with the test results available on completion of each test. The results will tell you how each person performed in the tests they took and what questions were answered correctly.

Why would our skills package benefit you?

You can save money by using our facilities to test your potential or existing employees instead of buying the package yourself. Our skills package is a quick and easy way to match the perfect candidate to your job.



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What other testing is there?

Psychometric Testing

Psychometric assessment provides an MOT of what goes on under the human bonnet. They can show the strengths and limitations within one person or compare one individual's performance with other people's.

Psychometric testing looks at:

- Abilities: people's capacity to work with numbers, words, diagrams and systems
- Personality: how people are typically likely to act. This covers a huge range of aspects from people's motivations and values to how they react to authority and their honesty or integrity.

Aptitude Testing

An aptitude assessment measures a person's fluid intelligence – how quickly they can learn and retain new skills and procedures. Aptitude tests are an accurate and reliable predictor of a person's development potential. Academic achievement whilst undoubtedly playing a large part in selection decisions is not a truly effective measure of a person's mental ability and potential. Aptitude testing offers a more objective way to assess a candidate's abilities. Aptitude tests can provide the answers to question such as:

- Is this person a problem solver?
- Could this person be a high flyer?
- Can this person think on their feet?
- Can they cope with the mental demands of the job?

Job Profiling

Before you can recruit the right person you need to understand not only the candidate's profile but that of the role itself. Just as behavioural profiling with Personal Profile Analysis enables you to understand the behavioural characteristics of an individual, job profiling helps you identify the behavioural requirements of a job.

Job profiling complements the psychometric profiling that PPA delivers. Both enable you to 'fit' job and candidate together seamlessly. By comparing a PPA profile against that of a job profile you are able to assess how well a person would 'fit' the role.

We also have other tests available.

All of our assessments are available to complete by e-mail at Peach, home or work.

We only charge nominal sums for the tests as we believe

recruitment is about choosing the right people for the right jobs...

For more details on our Candidate Skills Testing call Peach on 01905 22020