

# Pre-Employment Assessments for Graduate Recruitment

## Securing Top Graduates First

**Graduate recruitment is a race to secure the top talent, before your competitors beat you to them.**

Onetest assessments allow you to quickly and accurately shortlist the best graduates who have applied for your program, with minimal effort. The result is that you will identify the graduates who will perform better and stay longer, well before your competition finds them.

### **Make Confident Hiring Decisions**

Research shows that pre-employment assessments are one of the most accurate ways to identify the best people. This is because they are standardised and fair when compared to traditional methods such as unstructured interviews and resumes, which are often highly subjective.

**In particular, general cognitive ability is much more reliable than GPA in predicting job performance.**

### **More Quickly**

By assessing all applicants in the initial stages of recruitment (not just a handful at the end), you can quickly identify the front runners before your competitors, without compromising on quality.

**Online technology makes this easy to do, particularly for graduate intakes where so many applications are received.**

### **And Cost Effectively**

Onetest provides unlimited assessments for a fixed fee per hire, so you can screen all graduates without worrying about cost.

**This means you're not paying to test each applicant, but for the right selection outcome, irrespective of applicant numbers.**

## The Onetest Difference

As the leading Australian provider of online employment assessments, Onetest offers:

- ✓ Unrivalled 7 days a week client and candidate phone support
- ✓ Australian assessments, Australian normative data
- ✓ Immediate, detailed feedback reports for clients and candidates
- ✓ Simple pricing and invoicing
- ✓ Quality endorsement



# Onetest's Role in Graduate Recruitment

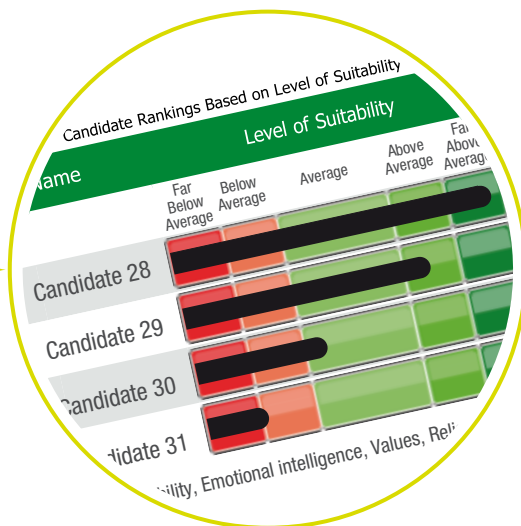
Onetest partners with graduate industry experts and providers to help you develop innovative and effective graduate recruitment campaigns, tailored to your specific requirements, that deliver the best results.

Our pre-employment assessments combine psychology and technology to help you cut the cost of recruitment, reduce the time to hire and find the best graduates.

**Onetest** assessments integrate with leading Applicant Tracking Systems which can help you streamline the application process and communication with candidates.



Use **Onetest** assessments to screen all applicants, so you can quickly identify the top graduates to interview, before your competitors. This also means you will not inadvertently screen out quality candidates based solely on GPA and resumes.



“Thiess screened more than 4,500 graduate applicants using Onetest assessments. This was a highly efficient way to screen such a large volume of applicants. This approach significantly reduced our workload and time to hire while simultaneously allowing us to engage with the best candidates early in the process. We are very pleased with the results we get from using Onetest in both graduate and lateral recruitment.”

Mark Vining  
Group Human Resources Manager  
Thiess



Attraction



Application



Shortlisting



Interview



Offer



Induction and Development



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