



Pre-Employment Assessments

Sydney

Melbourne

Brisbane

Canberra

Recruitment Can Be Risky

A large proportion of applicants openly admits to embellishing their resumes and using professional resume writing services when applying for jobs.

So, when shortlisting, why would you manually wade through an inbox full of resumes that don't provide an accurate view of applicants' true potential?

In an era where online technology is readily available, the resume is no longer the quickest, most accurate or cost effective way to determine applicants' suitability.

Relying on traditional, time-consuming selection methods means you risk:

- Losing the best candidates to your competition
- Selecting the wrong candidates who don't fit the job or organisation
- Wasting money on unnecessary recruitment costs.



A Better Way Assess All Applicants

Better Quality Hires

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, which are often highly subjective.

Assessments give you the information you need to know, not just what applicants want you to know.

By using assessments, you are able to objectively screen all applicants and make more confident recruitment decisions.

Faster Time to Hire

Traditionally, assessments have been used at the end of the recruitment process on the final few shortlisted candidates. Online technology allows you to realise the full potential of pre-employment assessments, much earlier in the process.

Assess all applicants in the initial stages of recruitment to quickly identify the front runners.

By using assessments, you can generate high quality shortlists in a matter of minutes, with minimal effort, and spend more time with your most qualified candidates.

Affordable

Pre-employment assessments are often considered expensive. In fact, they are highly affordable compared to conventional recruitment practices.

With Onetest you can administer an unlimited number of assessments for a fixed cost per hire for similar rates typically charged for only testing shortlisted candidates. This means you're not paying to test each candidate, but for the right selection outcome irrespective of candidate numbers.

This allows you to test all applicants and manage costs effectively.

Onetest also offers attractive transactional pricing options to suit organisations with lower recruitment volumes if preferred.

Whether you're trying to find the best from a large or a small pool of applicants, Onetest's online assessments are always cost effective.



Generate shortlists of high quality candidates in a fraction of the time

Onetest's Pre-Employment Assessments

"Onetest assessments make our interviews much more effective and increase objectivity in the selection process. As a result, we have reduced our turnover and improved our quality of hires"

Steven Wilson
Organisation Capability Manager
PepsiCo Australia

Assessment

Measure

Predictor

Cognitive Ability Test	Problem solving	Future job performance
Values Inventory	Cultural fit	Organisational commitment
Work Preference Profile	Job fit	Job satisfaction
Behavioural Profile	Work style	Work behaviour
Work Safety Assessment	Safety attitudes & beliefs	Potential safety behaviour
Reliability Scale	Integrity	Counterproductive behaviour (e.g. theft & absenteeism)
Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT)	Emotional intelligence	Leadership, interpersonal communication & performance
16PF® Questionnaire	Personality	Work behaviour, communication & performance
800+ Skills Tests	Core skills critical to the role	Ability to perform job tasks

Integrate With Leading HR Systems

Onetest assessments integrate seamlessly with all leading eRecruitment platforms including cvmail, NGA.NET, PageUpPeople, Taleo and Onetest's own eRecruitment platform, allowing you to maximise the ROI that these systems offer.



Global Best Practice Local Expertise

As the leading Australian provider of online pre-employment assessments, some of the things that set Onetest apart include:

- More than 2 million assessments delivered
- Unlimited assessments per hire, fixed fee
- 7 days a week phone support for clients and candidates
- Comprehensive Australian normative data
- In-house Research and Development teams
- Immediate, detailed feedback to clients and candidates
- Quality Endorsed Company.



Success Stories

- ✓ 30% reduction in turnover
- ✓ 35% reduction in absenteeism
- ✓ 40% reduction in safety incidents
- ✓ 50% increase in productivity
- ✓ \$350,000 saved in hiring costs
- ✓ \$180,000 in efficiency gains while increasing applications by 544%

"Replacing an employee costs 1.5 times their salary"

Leading Brands Use Onetest





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