THE BUSINESS VALUE OF PRE-HIRE ASSESSMENTS

A comprehensive report showing the high
cost of making poor hiring decisions

WebAssess®
Skip the resume. There's a better way to hire.

THE WORLD IS FACING A TALENT SHORTAGE, AND YOU ARE HIRING THE WRONG PEOPLE

According to a recent Aberdeen Research document, 79% of companies indicate there is a shortage of critical talent available in the labor pool. And an IBM Tech Trends report determined a full 90% of organizations do not have the skills they need to be successful.

With such a dearth of talent, choosing the right hires is more important than ever. And the task is becoming more daunting. Most organizations spend countless hours sifting through resumes, looking for the perfect candidate. It's a gamble.

As this report points out, resumes can't tell you if a candidate is a perfect match for you. Worse, 46% of resumes contain some form of false information. You need something better.

Using the data in this document, you'll be able to quantify the high costs of choosing the wrong candidates in every area of your organization. You will also see the financial benefits a pre-hire assessment strategy will provide.

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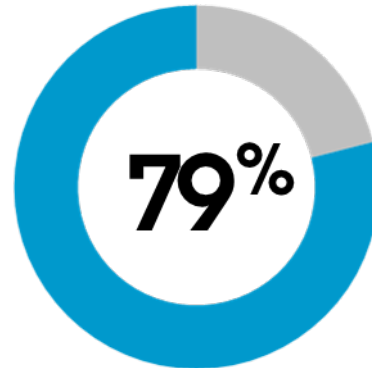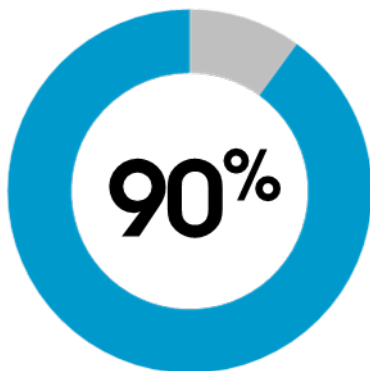
Despite high unemployment numbers around the globe, according to a recent Aberdeen report, 79% of companies indicate there is a shortage of critical talent available in the labor pool.[1]

A FULL 90% OF ORGANIZATIONS DO NOT HAVE THE SKILLS THEY NEED TO BE SUCCESSFUL

And, according to an IBM Tech Trends Report, a full 90% of organizations do not have the skills they need to be successful.[2]

COMPANIES ARE HIRING THE WRONG PEOPLE. WHY?

22% **CITE INSUFFICIENT TALENT INTELLIGENCE**

According to a CareerBuilder survey, companies are hiring the wrong employees, despite a diminishing pool or talent. Employers cite insufficient talent intelligence and the need to fill the job quickly as the reasons for bad hiring decisions.[3]

**SAID THEY NEEDED TO FILL THE JOB QUICKLY** **43**%

In the CareerBuilder survey, 26% of employers said they weren't sure why they made a bad mistake, but they cited insufficient time to properly vet candidates and a lack of sufficient talent intelligence as the top reasons. And when you consider 46% of resumes contain false information, you simply need more – and better – data to hire the right candidate.

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THE HIGH COSTS OF A BAD HIRE

NEARLY SEVEN IN TEN BUSINESSES ARE AFFECTED BY A BAD HIRE EVERY YEAR [4]
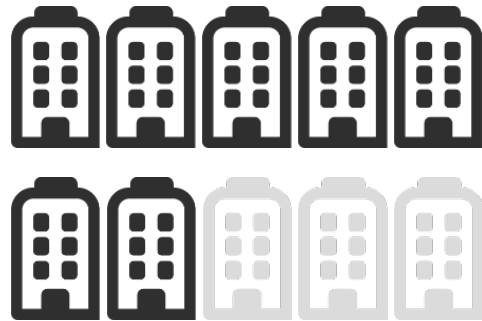
Hiring mismatches result in high turnover, lower sales, poor customer service, absenteeism, higher healthcare costs, workplace violence and theft – substantial costs to an organization's bottom line and reputation.
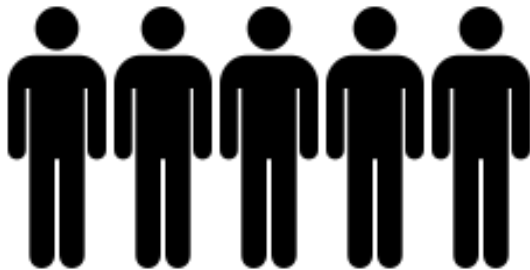
IT CAN COST FIVE TIMES THE ANNUAL SALARY TO REPLACE A BAD HIRE [5]

According to the Society for Human Resources Management (SHRM), it can cost five times the annual salary to replace a bad hire. And a CareerBuilder survey showed 25% of employers reported a bad hire cost them more than $50,000 USD.[6]

PRE-HIRE ASSESSMENTS IMPROVE HIRING SUCCESS – DRAMATICALLY

29% LESS TURNOVER MEANS LESS CHURN AND BURDEN ON LONGER TERM EMPLOYEES AND MANAGERS

More than ever, companies are increasingly relying on new technology and prehire assessments to make educated hiring decisions and reduce the costs of bad hires. Pre-hire assessments produce new hires who will be actively engaged and eager to perform. Bersin by Delloite discovered pre-hire assessments reduce employee competence time by 25%, reduce turnover by 29%, and yield 13% more top performers and 17% fewer poor performers.[7]

25% FASTER CYCLE TIME GETTING A NEW HIRE UP TO SPEED

WEBASSESS: BETTER WAY TO HIRE

WEBASSESS USES AN INDUSTRY-LEADING 3-STEP PROCESS

SKILL AND ABILITY TESTS   **PERSONALITY INSTRUMENTS**   **STRUCTURED INTERVIEW TOOLS**

WebAssess uses an industry-leading 3-step process to quickly and confidently identify the right candidate:

- **Skills and ability tests** will identify what a candidate knows and can do.
- **Personality instruments** determine if the candidate will be a good fit.
- **Structured interview tools** make it easy for you to conduct your final screening with questions proven to identify the strengths and weaknesses of the candidate.

WebAssess is the #1 on-demand pre-hire assessment tool for enterprises, small businesses and startups. To start your free trial visit:

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Skip the resume. There's a better way to hire.

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Visit trywebassess.com/trial now!

End Notes

[1] Aberdeen Group, 2015: Zach Lahey, "Pre-hire Assessments: An Asset for HR in the Age of the Candidate
[2] The 2012 IBM Tech Trends Report, Fast Track to the Future, IBM Center For Applied Insights, 2012
[3] CareerBuilder Survey - CareerBuilder, 2015: Jennifer Grasz
[4] CareerBuilder Survey - CareerBuilder, 2015: Jennifer Grasz
[5] CareerBuilder Survey - CareerBuilder, 2015: Jennifer Grasz
[6] CareerBuilder Survey - CareerBuilder, 2015: Jennifer Grasz
[7] Improving the Candidate Experience with Prehire Assessments: A Formula for Success, April 2014. ©Bersin By Delloitte