

IKM Competitive Advantage Program

Use IKM's Competitive Advantage Program (CAP) to build stronger client relationships

The IKM TeckChek CAP is available exclusively to IKM Preferred Staffing and Consulting Partners to help your sales and recruiting teams close more business and increase client satisfaction. CAP empowers you to leverage IKM solutions, services and expertise to create strong, long-term, value-based client relationships.

- **Differentiate your organization** and your candidates by establishing your commitment to quality and value-added services.
- **Ensure "best-match" candidates** through increased knowledge of your candidate's absolute strengths and weaknesses in sub-topic skills and matching them to the specific sub-topic needs.
- **Enhance the outcome of your sales initiative** by utilizing IKM's consultants co-operatively in sales presentations and proposals.
- **Identify additional placement opportunities** using IKM's solutions and services for skill audits and benchmarking to define new hire requirements and project team skill balance.
- **Provide billable value-add services** including skill audits, knowledge gap analysis and benchmarking.

“ IKM CAP allows staffing and recruitment agencies to become quality service providers for their clients. IKM CAP not only improves client relationships, but provides additional revenue opportunities. ”

Ken Strauss,
COO, IKM

IKM TeckChek CAP includes three distinct components that add significant value to your sales and recruiting initiatives:

1. Knowledge Worksheets

Co-branded worksheets to define your Client's candidate needs at a detailed level.

2. Composite Assessment Tool "TestBuild™"

Customize candidate assessments by combining sub-topics of existing assessments in accordance with your Client's requirements.

3. Cooperative Marketing

IKM can tailor a Client and Prospect cooperative marketing program to differentiate your service offering. This can include leveraging knowledge of IKM sales and marketing consultants, producing co-branded material, supporting lead generation activities and facilitating skill audits and benchmarking.

Using IKM CAP you will be able to:

- Offer more billable services to your clients
 - benchmarking
 - skill gap analysis
- Increase the success of your candidate placements
- Improve the overall quality of the services you provide
- Build stronger client relationships
- Identify more recruitment opportunities



1. Knowledge Worksheets

YOUR LOGO HERE



Skills Worksheet

Client Name: _____ Contact: _____

Requested Date: _____ Assignment Start Date: _____ Requisition #: _____

Listed below are a number of areas of skill within the technology identified below. Please check which areas, if any, are critical to the project

Check	.NET PROGRAMMING
	Building and Running .NET Applications Evaluates knowledge of basic .NET framework components and understanding of the framework components and why they are important for application development.
	Using the Common Language Runtime (CLR) Measures understanding of the Common Language Runtime and knowledge of the roles of CLR aspects such as MSIL, CTS, Meta Data, and the Reflection API.
	Exceptions and Memory Management in the .NET Environment Assesses the understanding of the managed heap and ability to pass data by value and by reference and the ability to use exception handling.
	Using Object Oriented Techniques in .NET Programming evaluated knowledge of object oriented programming concepts and how they apply in the .NET environment, and tests ability to apply object oriented concepts such as inheritance, encapsulation, and polymorphism.
	Applying the .NET System Classes Evaluates knowledge of the base classes exposed in the .NET framework and classes such as the String and StringBuilder.
	Interfacing with Unmanaged Code Evaluates ability to interface with components built in traditional programming languages and the ability to interface with COM/COM+ components.
	Building Data Services with .NET Assesses ability to apply the System.Data and System.Xml classes of .NET to build applications and checks understanding of ADO.NET.
	Using .NET Remoting in Applications Evaluates knowledge of Remoting and when it is appropriate in the .NET environment.
	Arrays and Collections Measures understanding of collections, arrays, and associated interfaces.
	C# Programming Measures familiarity with the C# language and its constructs.
	VB.NET Programming Measures familiarity with Visual Basic .NET and its syntax.
	ASP.NET Programming Measures familiarity with development of web-based applications using ASP.NET.

An example of .NET Programming worksheet.



2. Composite Assessment Tool “TestBuild™”

IKM TestBuild™ allows you to combine questions from 10 to 18 sub-topics into one customized assessment to produce a comprehensive proficiency profile based on your Client’s requirements.

This powerful solution can be used with 3 easy steps:

- a. Review appropriate Knowledge Worksheets with your Client to determine the exact candidate knowledge requirements, identifying topics most critical.
- b. Log onto IKM TeckChek On-line™ to quickly and easily customize assessments with these specific topics
- c. Administer the customized assessment to existing and potential candidates or employees

3. Cooperative Marketing

For more than 18 years IKM has been the leading provider of solutions and services for vendor-independent IT knowledge assessment. Its flagship solution, IKM TeckChek™ is known for its superior adaptive-testing methodology that produces comprehensive proficiency profiles in the most cost efficient and reliable way.

IKM can tailor a cooperative marketing program to facilitate the identification of highly qualified individuals and provide quality service to your clients.

- **Gain access to IKM’s professionals in the areas needed most**
 - Sales, marketing, servicing
 - Knowledge measurement consulting
- **Co-brand your service offering with IKM TeckChek to ensure your organization benefits from the brand of a world-class solution**
- **Leverage IKM TeckChek’s™ brand in your lead generation activities**
 - Online and offline marketing materials
 - Knowledge Worksheets
 - Sales proposals and presentations
 - Candidate resumes

Using IKM TestBuild™ will:

- **Save time and cost – Administer one customized assessment instead of many**
- **Increase candidate placement success rate**
- **Improve Client relationships by fulfilling their unique requirements**

Provide Value-Add Services using IKM

Rapidly changing technologies and a shortage of qualified professionals have created new challenges for recruiting and deploying IT personnel, placing greater emphasis on the need to perform benchmarking and skill audits at the group or individual level. With IKM TeckChek™ you can provide these professional services to your Clients, optimizing your earning capability.

Employee Benchmarking

With IKM TeckChek™, you can help your Client measure the technical knowledge of its existing employees and use the results as a benchmark to guide future staffing.

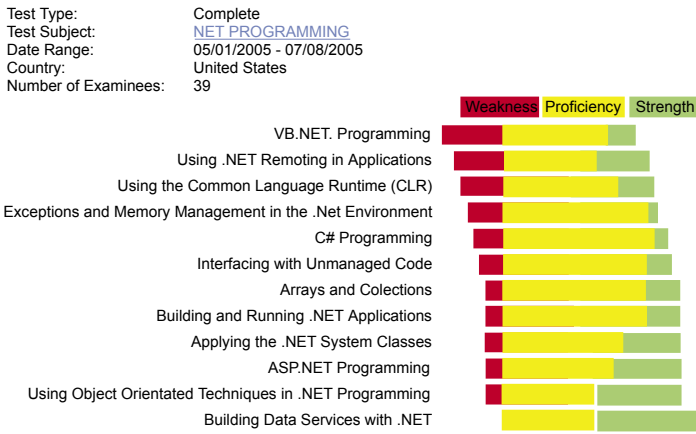
- a. Identify a number of IT professionals who have technical knowledge in the range that the Client would like to replicate for a specific position
- b. Administer a technical knowledge assessment from IKM TeckChek™ in the appropriate technologies
- c. Review the Technical Proficiency Profiles (scores and absolute strengths) of the benchmark group to determine the appropriate “target” results from future IKM TeckChek™ assessments
- d. Administer IKM TeckChek™ assessments to the various candidates.
- e. Determine which candidates best match the target knowledge profile.



Client Skill Gap Analysis™

IKM TeckChek™ offers a standard, single report reflecting the collective strengths and weaknesses of a designated group for analysis. Showing only aggregate results, the Client Skill Gap Analysis™ report ensures that proprietary information on individual knowledge levels remains confidential.

Global Skill Gap Analysis™ : Results



An example of an IKM Skill Gap Analysis™ report demonstrating group knowledge levels of .NET Programming.

- Each row represents a sub-topic (knowledge area) within the technology
- Red represents portion of group demonstrating weakness in the sub-topic
- Yellow represents portion of group who had neither strength nor weakness in the sub-topic
- Green represents portion of group demonstrating strength in the sub-topic

In this scenario, if the group was a project team in .NET Programming, and the Client's particular project required knowledge in VB.NET Programming (the team's greatest weakness), the Client may look to supplement the team with one or more individuals with knowledge in VB.NET Programming. In fact in this report there are several knowledge areas where there are few experts, giving you the opportunity to be first to supply the candidates with the targeted knowledge set.

Skills Audits

When knowledge gaps are identified, Clients often look to their staffing partners to fill those gaps. Scaling your organization to conduct skill audits not only allows you to provide this

value-added service, but places you in the position to offer candidates that best fit the Client's knowledge gaps ahead of your competitors.

- Discuss with your Client, the advantages offered by a knowledge gap analysis
- Identify the group to be assessed
- Deploy the appropriate IKM TeckChek™ assessments
- Review the Skill Gap Analysis™ report with your Client to identify the specific knowledge gaps of the group assessed. If you require, an IKM consultant can assist you in interpreting the Skill Gap Analysis™ report for your client.

Client Skill Searching

IKM TeckChek™ provides a standard skill search option that allows you to search for candidates or employees based on their assessment results. Using any criteria including strengths and weaknesses at sub-topic levels, you can quickly and easily produce a suitable candidate list. Perfect for project planning and candidate placement purposes, IKM SkillSearch™ streamlines the resourcing process.

SkillSearch™ : Report Specification

Client: Worldwide Enterprises
 Test Type: Secure
 Test Subject: [HTML 4 PROGRAMMING](#)
 Date Range: 07/12/2006 - 07/12/2007
 Routing Code: All Routing Codes

Score	is greater than or equal to	30
Percentile	is greater than or equal to	55
Workspeed	is better than	Above Average
Application Indicator	is better than	Significant
Strengths	include	CGI Programming
Strengths	include	No Selection
Strengths	include	No Selection
Strengths	include	No Selection

Prepare Report

Return to Skill Search™

Working in Partnership

IKM works with organizations in partnership to ensure they are better placed to make informed decisions on recruitment and training programs.

Contact IKM to begin the process of enhancing workforce knowledge management across the enterprise.