

IKM for Recruitment



Assessments designed to produce a comprehensive profile of candidates for more efficient targeted hiring

Placing the person with the right skills and knowledge in the right position will significantly increase productivity and reduce staff turnover. Human resource experts estimate the costs associated with rectifying hiring errors range between 1 to 2 times the candidates annual salary. By using a knowledge measurement solution to establish a candidate's suitability, you will:

- Reduce administration time and associated hiring costs
- Increase hiring process efficiency
- Quickly identify and hire quality candidates

IKM Recruitment Solutions

IKM offers solutions for all hiring scenarios for organizations and recruitment firms including:

Candidate Pre-Screening

IKM offers the perfect solution for pre-screening large volumes of applications. IKM Virtual Recruiter™ quickly and easily develops a shortlist of quality candidates by administering brief assessments to the applicants and ranking their proficiency. Candidates who submit a resume to an IKM client using Virtual Recruiter™ receive an invitation to visit a client-branded assessment center and complete tests for areas they wish to be considered for employment. Alternatively, candidates can be sent directly to the client-branded assessment center from the client web site as part of the resume submission process. All assessment results are stored in a candidate database and can be accessed for future job searches. IKM Virtual Recruiter™ is presently available for IT candidates.

“ The quality of our people is key to delivering business and IT services to our blue chip clients. Using IKM TeckChek to measure strengths and weaknesses of our IT candidates ensures we employ only the ‘best of the best’ in the marketplace. ”

Brian Erickson
Corporate Recruiting, Keane, Inc.

Detailed Candidate Evaluation

IKM's suite of industry specific assessments ensure meaningful and relevant measures are used to determine a candidate's overall suitability for the job – in the quickest and most cost efficient way. Producing a detailed Proficiency Profile of knowledge, skill and behavior, IKM's knowledge measurement solutions will determine:

- Overall subject knowledge
- Work speed and accuracy
- Application ability
- Strengths and weaknesses
- Aptitude

IKM's knowledge measurement packages are continually being developed and can be viewed by visiting <http://ikmnet.com/available>. A sample of IKM knowledge measurement packages include:

- IKM TeckChek to establish overall IT proficiency
- IKM SalesChek to identify skill levels of the sales professional
- IKM Clerical to establish skill sets in the legal, accounting, or general office
- IKM MS Office to establish Microsoft Office capabilities
- IKM CallCenter to establish sales and service skills in a call center
- IKM HealthCare for nursing and medical office skill evaluation
- IKM Aptitude to identify learning potential and natural talent

IKM Regional Offices: <http://ikmnet.com/contact>

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Short Assessments

Short assessments are often required as a screening tool to quickly eliminate unqualified candidates without delving too deeply or consuming too much time. IKM QwikChek™ provides short assessments that broadly cover a subject area to help identify quality candidates to proceed to the next step in the recruiting process. IKM QwikChek™ is presently available for IT and Sales candidates.

- Measures skills, knowledge and behavior
- Largest assessment library in the market
- Utilizes unique industry-leading assessment methodology
- Perfect for the organization or recruitment agency

Powerful Functionality

IKM's solutions offer powerful functionality so that you can perform all the tasks required for a successful recruitment drive. Depending on the assessment package used, IKM's solutions include:

- Easy and intelligent reporting
- Standard or customized assessments
- Accessible from any computer with an Internet connection
- Assessments available in multiple languages
- Utilizes unique methodology for faster and more accurate assessment results



Benefits of using Knowledge Measurement for Recruitment

For the organization:

- Reduce administration time and hiring costs
- Increase hiring process efficiency
- Improve hiring requirement identification
- Increase overall employee productivity
- Minimize expense associated with manual resume review process
- Reduce staff attrition
- Quickly identify and hire the ideal candidate

For the Recruitment Agency:

- Stronger, more long-term relationships created between you and your clients
- Ability to identify additional client needs and placement opportunities
- Supplies your client with the best candidates in the market
- Improves placement ratios
- Reduces your staff headcount

Working in Partnership

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

<http://www.ikmnet.com/main/contact.cfm>