

# Ciber



## IT Assessments Validate Candidate Knowledge and Consultant Pricing

### The Client

CIBER, Inc. (<http://www.ciber.com>) is a premier provider of system integration consulting services. Employing over 6,000 employees located in over 80 offices in more than 20 states plus Canada, CIBER offers leveraged information technology integration solutions in four principal areas: management consulting aligning business and IT solutions, ERP implementation and outsourcing services, networking technology design and integration and professional staff augmentation services. CIBER'S wholly-owned subsidiaries include Spectrum Technology Group, Inc., Business Information Technology, Inc., The Summit Group, Inc. and CIBER Network Services, Inc.

**“ With IKM TeckChek, we consistently deliver a higher quality product to our clients. ”**

Karen Frey  
Recruitment Director, CIBER

### The Challenge

As a rapidly growing organization, CIBER hires a large number of IT professionals and interviews an even larger number of candidates. Assessing each candidate's skills required a recruiter or consultant to conduct a technical interview.

This process was time consuming and subjective, since each interviewer had his or her own standards. “We experienced a lot of inconsistent results,” observed Karen Frey, Director of Recruiting. “We wanted an objective assessment and an ability to measure where a candidate sits among his or her peers.”

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Karen Frey  
Recruitment Director, CIBER

### The Solution

CIBER turned to IKM, a provider of knowledge measurement solutions and services, to reduce the time absorbed by the interview process and improve consistency in candidate selection. “We looked at a variety of skills testing companies,” stated Frey, “but other solutions did not offer the breadth of assessments or the comprehensive results that IKM provides with IKMTeckChek™, their IT assessment solution.”

IKM's professional range of assessments employ a unique methodology designed to produce a detailed report of candidates and employees strengths and weaknesses in the most efficient manner. An example is adaptive assessments where the degree of question difficulty increases or decreases based on the assessment-takers previous responses. The better the answer, the more difficult the follow-up question; conversely the worse the answer, the easier the follow-up question. This eliminates questions that are too hard or too easy and therefore requires fewer questions than a traditional exam - saving time for the organization as well as the candidate or employee.

### The Results

IKM provided CIBER with an objective and comprehensive assessment of the technical skills of each employee and candidate. IKM TeckChek™ assessment scores not only help CIBER identify each employee's skill level, but also identify skill gaps in areas that require additional training. CIBER'S willingness to invest in the required technical training enhances career development and helps reduce staff attrition.

Finally, armed with IKM TeckChek™ assessment scores, CIBER is able to provide its clients with justification for its consultants' billing rates. “At CIBER, people are our product,” concluded Frey. “With IKM TeckChek, we consistently deliver a higher quality product to our clients.”

### Contact IKM

IKM has thousands of clients across 22 countries in most verticles. For more informaton on IKM and its knowledge measurement solutions, contact IKM Regional Offices: <http://ikmnet.com/contact>