

Keane

Keane improves its recruitment efficiency using IKM

The Client

Keane, Inc. (<http://www.keane.com>), a \$1 billion IT services organization headquartered in Boston, Massachusetts, helps companies plan, build and manage application software to achieve a competitive business advantage. Keane's world-class services include operations improvement and IT consulting, application development, application outsourcing, help desk outsourcing, and enterprise healthcare solutions.

Keane needed a solution that provided an objective assessment of a candidate's technical skills, and reduce time-consuming technical interviews.

The Challenge

Each year, in order to maintain its rapid growth rate and high quality service, Keane must hire a large number of highly qualified IT professionals. Although Keane's recruiting staff was skilled, they often did not have the expertise to effectively assess the technical skills of the candidates being interviewed.

Therefore, Keane's technical consulting staff was required to conduct technical interviews. The time away from billable duties was very costly and disruptive. Moreover, it was difficult to assess technical skills in a consistent and objective fashion. Keane needed a solution that provided an objective assessment of a candidate's technical skills, and reduce time-consuming technical interviews.

“ Using solutions provided by IKM, we are now able to quickly eliminate unqualified candidates and reduce the risk of costly hiring mistakes. ”

David Pollard
Recruiting Director, Keane

The Solution

Keane turned to IKM, a provider of knowledge measurement solutions and services, to evaluate its IT candidates using IKM TeckChek™. According to David Pollard, Keane's Director of Recruiting, “IKM TeckChek validates candidates knowledge levels, allowing our recruiters to better match a candidate to a client's requirements.”

Keane take advantage of IKM TeckChek™'s unique adaptive assessment methodology that ensures the highest degree of result integrity in the shortest possible time. With key functionality including adaptive testing at sub-topic levels, weighted questions and answers, multiple correct answers and percentile rankings, Keane easily produce a detailed proficiency profile of the candidate's IT knowledge levels.

The Results

With IKM TeckChek™, Keane's recruiting process is much quicker and more efficient, a definite competitive advantage in today's tight labor market. “Our recruiters are more effective, see more candidates, and have improved the quality of placements. This enables our business to grow faster,” Pollard explained. “Using solutions provided by IKM, we are now able to quickly eliminate unqualified candidates and reduce the risk of costly hiring mistakes.”

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>